

Tonbridge School

ANNUAL REPORT
Year ended 30 June 2023



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DIRECTORS' AND GOVERNORS' REPORT

Legal and Administrative Information

Governors

GM Rochussen (Chairman)	S Huang (resigned 31 August 2023)
RJ Elliott (resigned 31 August 2022)	JG Leahy
TM Attenborough	JI Naismith (resigned 31 August 2023)
CJ Ashton (appointed 1 September 2023)	Dr N Perry (appointed 1 September 2023)
SA Bishop	Dr FVN Rangarajan
DP Devitt	JRT Rogers (appointed 1 September 2023)
MF Dobbs	Dr MS Spurr
ME Fry (appointed 16 November 2022)	Dr JE Stirrup (resigned 16 November 2022)
Professor HF Gaunt	JWG Thompson (resigned 31 August 2022)
SA Hall	J Thorne
HJ Hamilton-Turner	KM Wheadon
Dr T Hands (appointed 1 February 2024)	GP White

Clerk to the Governors: Major General A Kennett

Senior Team (Tonbridge)

Headmaster:	JE Priors
Bursar:	SM Meikle (appointed 6 November 2023)
	AC Moore (resigned 24 August 2023)
Second Master:	JR Bleakley
Deputy Head Academic:	MJ Weatheritt
Deputy Head Co-Curricular:	JA Fisher
Deputy Head Pastoral:	CJC Swainson
Director of Admissions & Marketing:	HM McLintock (appointed 1 September 2023)
	Mr R Burnett (resigned 31 August 2023)
Director of Tonbridge Society:	AP Ballard (appointed 31 October 2022)
	AR Whittall (resigned 31 October 2022)

Senior Team (The New Beacon)

Head:	S Brownsdon (appointed 1 April 2023)
	MR Piercy (resigned 31 March 2023)
Director of Finance and Operations:	P Young (appointed 17 April 2023)
	LA Butterworth (resigned 26 August 2022)
Interim Dir. of Finance and Operations:	M Scragg (appointed 29 August 2022 and resigned 16 April 2023)

Registered Office

Tonbridge School
Tonbridge, Kent
TN9 1JP

Company number

04787097

Charity number

1097977

DIRECTORS' AND GOVERNORS' REPORT

Legal and Administrative Information

Bankers

Tonbridge School

HSBC plc
100 High Street
Tonbridge
Kent
TN9 1AN

The New Beacon

National Westminster Bank Plc
135 Bishopsgate
London
EC2M 3UR

Solicitors

Farrer & Co
66 Lincoln's Inn Fields
London
WC2A 3LH

Auditor

Saffery LLP
71 Queen Victoria Street
London
EC4V 4BE

Investment Managers

HSBC Private Bank (UK) Ltd.
78 St James's Street
London
SW1A 1JB

Insurance Brokers

Marsh Limited (Education Practice)
Capital House
1-5 Perrymount Road
Haywards Heath
West Sussex
RH16 3SY

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

The Governors, who are also the Charity Trustees and the Directors for the purposes of company law, present their annual report and financial statements for the year ended 30 June 2023. The Governors have adopted the provisions of the Statement of Recommended Practice (SORP) Accounting and Reporting by Charities 2015 (FRS102) in preparing the annual report and financial statements of the Charity.

REFERENCE AND ADMINISTRATIVE INFORMATION

Sir Andrew Judde, Skinner, a citizen of London and Lord Mayor, built and endowed "The Free Grammar School of Sir Andrew Judde", commonly known as Tonbridge School. In 1553 he obtained a grant by Letters Patent or Charter constituting himself sole governor during his lifetime and directing that, after his death, the Master, Wardens and Commonality of the Skinners' Company were to be the Governors. In 1558, by his will, he bequeathed to the Master and Wardens property in the City of London and at St. Pancras for the maintenance of the School and for other purposes, under the administration of the Sir Andrew Judd Foundation.

In 2002 the decision was taken to transfer the business of Tonbridge School from the Sir Andrew Judd Foundation into a separate charitable company limited by guarantee, under the control of its own Governors. This company, with the name "Tonbridge School", was incorporated on 4 June 2003: the transfer took place on 30 June 2003. The Governors, senior managers, professional advisers and the principal address of the Charity are listed at the front of this report.

Merger with the New Beacon Preparatory School

On the 31 August 2021, the merger between Tonbridge School and The New Beacon Preparatory School, formerly The New Beacon Educational Trust Limited (Charity Number: 307925), in Sevenoaks, Kent, was completed. Tonbridge School has taken on all the assets and liabilities of the preparatory school, with the two Governing Bodies of the respective school's working closely to align the schools in terms of overall strategy, combining respective experience and expertise to provide an educational pathway for boys aged from 3 to 18 years.

Following the merger, each school retained its own teaching and support staff, its own leadership and management team, and its own uniform, site and separate identity. The organisation and management of the respective senior and preparatory schools are as noted below under Organisation and Management.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The School is a charitable company limited by guarantee. It is governed by its Memorandum and Articles of Association as amended on 6 May 2021 and is registered with the Charity Commissioners under Charity Number 1097977.

Governing Body

The Charity's Articles of Association require that the Governors shall consist of no fewer than eleven and no more than nineteen individuals, of whom the majority including the Chairman shall be Nominative Governors.

Recruitment and Training of Governors

Nominative Governors (Skinners' Governors) are appointed by and are members of the Worshipful Company of Skinners. Co-optative Governors (Non-Skinners' Governors) are appointed by the Governing Body following recommendation by the Nominations Committee. All Governors hold office for a term of four years but may be re-appointed following the expiration of each term. As part of the selection process, due consideration is given to the individual's personal knowledge and the experience they would bring to the Governing Body. New Governors are inducted into the workings of the Charity via an induction programme organised by the Clerk to the Governors, Headmaster and Bursar. During the year, the Governors received a number of presentations relating to strategic issues affecting the School.

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

Organisational Management

The Governors, as Trustees of the Charity, are legally responsible for the overall management and control of the School. They meet four times per year, and have appointed: a Finance and General Purposes Committee, which meets three times a year, to monitor the development and financial management of the School; a Joint Pay and Conditions Committee (JPCC), which meets twice a year, and makes recommendations to the Governors relating to the terms and conditions of employment for all staff with the exception of the Headmaster, Bursar and Second Master; a Pastoral Committee, which meets three times a year, responsible for Health & Safety, pastoral matters and safeguarding issues; an Education Committee which meets three times a year and oversees public examination results, university outcomes, co-curricular matters, ISI criteria, teaching staff appointments, and curricular matters. The Headmaster and Senior Team members sit as members of each of these sub-committees, along with other members of staff as required. In addition, the Group benefits from The Tonbridge School Foundation Committee, which meets three times a year to oversee the effective operation of The Tonbridge School Foundation in fulfilling its charitable object according to applicable law and regulation; and the Tonbridge Society Committee, which meets twice a year, and is responsible for governing the School's management of all matters relating to the stewardship of Old Tonbridgians and parents, and for examining the impact on these groups of the School's fundraising strategy. As Senior Officers, the Headmaster, Bursar, and the Director of the Tonbridge Society attend both Committee meetings. The Governors determine the general policy of the School. The day-to-day management of the School is delegated to the School's Senior Team, as the key management personnel, comprising the Headmaster, Bursar, Second Master, Deputy Head Academic, Deputy Head Co-Curricular, Deputy Head Pastoral, Director of Admissions and Marketing, and the Director of the Tonbridge Society. The Headmaster has overall responsibility for the appointment and supervision of all staff but delegates this function to the Bursar for all non-academic staff.

The remuneration of the Senior Team is set by the Governors, either directly or via the JPCC, with the policy objective of rewarding them fairly and responsibly for their individual contributions to the Charity's success.

The appropriateness and relevance of remuneration is reviewed annually with reference to other independent schools and market conditions generally, to ensure that the Charity can not only meet its objectives of recruiting, retaining, and developing the best and most committed teaching and support staff, but also use its resources responsibly.

Following the merger with The New Beacon, three additional committees were established: The New Beacon Governing Body, as a sub-committee of the Tonbridge School Governing Body, a Pastoral and Education Committee, and a Finance and General Purposes Committee, to provide oversight in these areas and consider issues specific to the New Beacon Preparatory School. The day-to-day management of The New Beacon is delegated to the Head and the Director of Finance and Operations, as the key management personnel, who are supported by their Senior Management Team. Both the Head and Director of Finance and Operations attend the New Beacon Governing Body and Finance and General Purposes Committees, together with the Bursar or Finance Director of Tonbridge School. The Head attends all meetings of the Pastoral and Education Committee and also those of the Tonbridge School Governing Body.

The remuneration of The New Beacon Head is set by the Chairman of the New Beacon Governing Body through power delegated to him by the Tonbridge School Governing Body, with the policy objective of providing an appropriate incentive to encourage enhanced performance and of rewarding him or her fairly and responsibly for his or her individual contribution to the Charity's successes. The remuneration of The New Beacon Director of Finance and Operations is set by the Head of TNB in consultation with the Tonbridge School Bursar. The remuneration of other staff at TNB is set by the TNB Board in consultation with the Tonbridge School Bursar.

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

Group Structure and Relationships

Business Relationships

The Group's external suppliers, customers, and fundraising community (incorporating current and former pupils and parents; Sports Centre members; facility hirers and partners in both our educational and commercial activities) are crucial to the delivery of the School's charitable aims and the operation of its trading subsidiary. Both parents and pupils are provided with terms and conditions ahead of joining the School, setting out each party's rights and obligations. Similar terms and conditions are provided for all other customers and members of the School Community. The Charity works closely with its suppliers to maintain a reputation for high standards of business conduct and an expectation for the business relationship. Further details are provided on the Charity's interaction with specific related and connected parties as noted below.

Related parties

Tonbridge School has a wholly owned subsidiary, Tonbridge Services Limited, whose results are consolidated into these financial statements. The subsidiary's principal activity continues to be the retailing of School-related clothes and ancillary goods, together with the letting out of certain School facilities. The Company's taxable profit for the year before gift aid was £801,461; further information is at Note 5.1 to the financial statements. Paragraph 3(u) of the Company's Memorandum and Articles of Association was updated on 28 June 2019 to allow the Company to make charitable donations to a member of the Company that is a charity in accordance with an updated Article 21, which restricts the distribution of profits, save for a charitable donation under the Gift Aid Scheme in specified circumstances.

Tonbridge School also acts as sole Trustee to the Tonbridge School Foundation (TSF), Charity Number 1099162, which becomes a subsidiary by nature of this relationship; its results are consolidated into these financial statements. TSF's principal activity is the advancement of education by the provision of grants, services and other resources (including support by any charitable means) to Tonbridge School. Its day-to-day operations are coordinated through the Tonbridge Society team and the Tonbridge Society Committee, with representatives from each of its constituent bodies, including members of Tonbridge School's Governing Body; members of the School's Senior Team and the Chairmen of both the Tonbridge School Parents' Art Society and Old Tonbridgian Society represented on the Committee.

At its November 2020 Governing Body meeting, Tonbridge School (as sole Trustee) approved the establishment of The Tonbridge School Foundation Committee, a sub-committee to oversee the effective operation of the TSF in fulfilling its charitable objects according to applicable law and regulation. Its duties include the review and recommendation for approval by the Trustee of the TSF Annual Accounts and Report of the Trustee. The Committee's membership comprises the Chairman of the Tonbridge Society Committee, providing a direct link with the umbrella organisation, and at least two independent members with suitable charitable experience appointed by the School's Governing Body. The Headmaster, Bursar and Director of the Tonbridge Society also attend Committee meetings. The independent members are also members of the Tonbridge Society Committee. Further information on the TSF is provided at Note 5.2 to the financial statements.

Connected parties

The School maintains a close relationship with the Worshipful Company of Skinners which appoints the majority of its Governors, and which acts as Corporate Trustee to the Sir Andrew Judd Foundation, a charity with whom it has a similar relationship.

The Charity also works closely with St Augustine's Chapel Charity which holds and manages the Chapel of St Augustine located within the grounds of the School. Moreover, it benefits from the generosity of a thriving network of Old Tonbridgians. The Old Tonbridgian Society is an association of former pupils of the School, which offers ex-pupils the opportunity to maintain friendships, continue interests and remain in contact. We greatly appreciate and acknowledge the support provided by former pupils and parents of both Tonbridge School and The New Beacon.

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

Connected parties - continued

Tonbridge School is a sponsor of The Marsh Academy, a non-selective secondary school located in New Romney, Kent. The Headmaster and Deputy Head Co-curricular act as Governors to the Academy. Further information on our Partnership activities can be found on page 20.

Other relationships

Tonbridge School actively supports the attainment of the highest standards in the Independent Schools sector, partly through networking with other major schools and partly through peer group studies for performance and quality evaluation. We also strive to optimise the use of our academic, cultural and sporting facilities by others, and aim to encourage in our pupils an awareness of both the local and wider community.

A summary of transactions with all related and connected parties whose results are not consolidated is at Note 29 to the financial statements.

Employment of the disabled

Tonbridge School is committed to securing equality of opportunity through the creation of an environment in which individuals are treated on the sole basis of their relevant merits and abilities. All members of the staff and Governors share this commitment. The School regards as unacceptable attitudes held by a person or group towards an individual with a physical disability which are offensive, discriminatory, or hostile towards the individual.

Tonbridge School's policy is to recruit disabled workers for those vacancies that they are able to fill, providing all necessary assistance with initial training and on-going career development to ensure suitable opportunities for each disabled person. Arrangements are made, wherever possible, for retraining employees who become disabled to enable them to perform work identified as appropriate to their aptitudes and abilities.

Employee involvement

Tonbridge School's policy is to consult and discuss with employees, through staff representative bodies and regular meetings, matters likely to affect employees' interests. Information on matters of concern to employees are given through bulletins, reports and presentations which seek to achieve a common awareness on the part of the employees of the financial and economic factors affecting the School's performance. The School's academic staff, collectively referred to as the "Common Room", hold regular meetings and presentations throughout the year, including meetings of the Pay and Conditions Committee (PCC) that includes representatives of various teaching staff constituents, the Headmaster, the Second Master and the Bursar. As well as receiving regular presentations, the non-academic support staff are represented by the Support Staff Council, which acts as a forum for the exchange of ideas and information between the School's management and support staff. It meets twice a year and is made up of members elected from all departments, together with the Bursar, Second Master and Director of Human Resources. Furthermore, as noted under Organisational Management above, the Joint Pay and Conditions Committee (JPCC) meets twice a year and makes recommendations to the Governors relating to the terms and conditions of employment for all staff except for the Headmaster, Bursar and Second Master. The School has a Voluntary Information and Consultation Agreement in place covering all School staff.

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

Environment

The Charity aims to minimise its impact on the environment and is committed to complying with all relevant environmental legislation. It plans its activities and operations to minimise waste, and to optimise energy saving opportunities in the accommodation and building refurbishments undertaken each year. The default methods adopted during planned refurbishments include but are not limited to energy efficient boiler upgrades; a rolling programme of LED and sensor lighting; roof and loft insulation; sensitive window glazing to reduce heat loss; plant room upgrades with temperature control; thermostatic heating controls, and water reducing restrictors to showers and toilets. This approach not only conserves energy but creates a harmonious, safe, and balanced environment for pupils and staff to work within.

The comparative energy and carbon data for the year, as compiled by the Charity's Energy Consultant, is as noted below.

Streamlined Energy and Carbon Reporting (SECR) data for the period 1 July 2022 to 30 June 2023

UK energy use and associated greenhouse gas emissions

Annual energy usage and associated annual greenhouse gas ("GHG") emissions are reported pursuant to the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 ("the 2018 Regulations") that came into force on 1 April 2019.

Organisational boundary

In accordance with the 2018 Regulations, the energy use and associated greenhouse gas emissions are for those assets owned or operated within the UK only as defined by the operational control boundary. This includes the Charity's main senior school and the preparatory school which is controlled during the reporting period along with company vehicles and personal vehicles used for business mileage ("grey fleet").

Reporting period

The annual reporting period is 1 July to 30 June each year and the energy and carbon emissions are aligned to this reporting period.

UK GHG Emission and Energy Data	2021-2022	2022-2023
Energy consumption used to calculate emissions (kWh): all mandatory energy sources are included	13,611,328.0	13,544,647.0
Scope 1 Emissions		
From the combustion of Natural Gas tCO ₂ e	1,892.2	1,854.0
From the combustion of Fuel for company owned vehicles tCO ₂ e	75.6	70.9
Scope 2 Emissions		
From purchased Electricity (location based) tCO ₂ e	634.9	638.6
Scope 3 Emissions		
Category 6: from business travel (grey fleet) tCO ₂ e	0.1	6.2
Total gross CO₂e based on above (tCO₂e)	2,602.8	2,569.7
Intensity Ratio		
tCO ₂ e gross based on mandatory fields above per average number of pupils during the academic year : (tCO ₂ e per Pupil)	2.28 tCO ₂ e per Pupil	2.25 tCO ₂ e per Pupil

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

Environment – continued

Quantification and reporting methodology

The 2019 UK Government Environmental Reporting Guidelines and the GHG Protocol Corporate Accounting and Reporting Standard (revised edition) were followed. The 2023 UK Government GHG Conversion Factors for Company Reporting were used in emission calculations. The report has been reviewed independently by Briar Consulting Engineers Limited. The electricity and gas consumption were compiled from invoice records or estimated using the pro-rata estimation technique where unavailable. Grey fleet data was estimated using monthly averages. An average pence per litre was used to convert cost to litres for company owned vehicles. Mileage records were used to calculate emissions associated with grey fleet. Generally gross calorific values were used except for grey fleet mileage energy calculations as per Government GHG Conversion Factors.

The associated emissions are divided into mandatory and voluntary emissions according to the 2018 Regulations, then further divided into the direct combustion of fuels and the operation of facilities (scope 1), indirect emissions from purchased electricity (scope 2), and further indirect emissions that occur because of the Charity's activities but occur from sources not owned or controlled by the organisation (scope 3).

Intensity ratio

The primary intensity ratio is total gross emissions in metric tonnes CO₂e (mandatory emissions) per total pupil, which is the recommended ratio for the sector for consistency and comparability. This metric relates to UK operations only to align with the energy and emission reporting boundary and is also considered the most relevant to the Charity's energy consuming activities and provides a good comparison of performance over time and across different organisations and sectors.

Energy efficiency action during current financial year

The School continues to adopt environmental strategies where applicable to a range of varied projects including:

Hill Side (Boarding House): Work undertaken has culminated in transforming the look and feel of this boarding facility to include the refurbishment of the heating and water infrastructure; boys' bedrooms and latterly bathrooms, toilets, and common room spaces. The House has been insulated to reduce energy loss; LED, sensor lighting and thermostatic radiator valves (TRVs) have been installed, with TRVs being self-regulating, and designed to maintain a constant temperature in a room. Double glazed window refurbishments have contributed to reducing heat loss and energy leakage.

Smythe House (Day House): A full house refurbishment which included double glazed windows, mitigating heat loss and energy leakage, with the full insulation of the upper floor roof sections and sixth form common room areas contributing to a reduced U-value, the U-Value being the rate of transfer of heat through a structure. LED and sensor lighting was installed throughout the House.

Judde House (Boarding House): The remodelling of the heating and water infrastructure in readiness for a major refurbishment at a future date. Phase 1 included the removal of loft water tanks and the installation of new water calorifiers in the plant room.

Private Accommodation refurbishments: included the installation of LED lighting, improved insulation, and replacement windows and **Academic Projects:** included the final phase of the refurbishment of Maths and Foreign Language classrooms, incorporating improved LED lighting, secondary glazing and radiator upgrades and improvements, all contributing to reducing energy loss; and the Cawthorn refurbishment, providing an integrated heat pump within the air handling unit to support energy efficient heating and the installation of secondary glazing, LED lighting throughout and a leak detection water monitoring system.

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

Environment – continued

Solar developments: the Charity is exploring an outsourcing opportunity to install solar panels on the roof space at the Tonbridge School Centre (TSC) , which will provide approximately 30% of the energy required for the TSC building improving the School's environmental impact and working towards a future Net Zero strategy.

The New Beacon Primary School prioritises energy efficiency through regular maintenance of boilers and prompt repairs to optimise their efficiency. Their significant initiative involved the construction of a nursery with solar panels and a sedum roof. The installed PV panels, totalling 4.1KWp across ten panels, contribute to an annual CO2 offset of 966, demonstrating their commitment to sustainable energy practices.

OBJECTS AIMS, OBJECTIVES AND ACTIVITIES

Charitable Objects

The objects of the School (as amended on 6 May 2021) are the advancement of education: by the provision and conduct of a school in or near Tonbridge for boys as boarders and, if the Governors think fit, as day boys; by the provision and conduct or support of other schools; and by ancillary or incidental educational activities and other associated activities for the benefit of the community.

Aims and Intended Impact

Within these Objects, Tonbridge School aims to provide an excellent and broad education not only to boys between the ages of 13 and 18 at Tonbridge to ensure that each boy fulfils his potential and is able make a significant contribution in his chosen field(s) and in the adult world, but also to boys at The New Beacon preparatory school (and girls in Nursery).

School Ethos, Strategy and Policies

Tonbridge School aims to provide a caring and enlightened environment in which the talents of each individual flourish. We encourage boys to be creative, tolerant and to strive for academic, sporting and cultural excellence. Respect for tradition and openness to innovation are equally valued. A well-established House system at the heart of the School fosters a strong sense of belonging. Tonbridge seeks to celebrate its distinctive mixture of boarders and day boys; this helps to create a unique broadening and deepening of opportunity. We want boys to enjoy their time here, but also to be made aware of their social and moral responsibilities. Tonbridgians should enter the adult world with the knowledge and self-belief to fulfil their own potential and, in many cases, to become leaders in their chosen field. Equally, we hope to foster a life-long empathy for the needs and views of others: in the words of the great novelist and Old Tonbridgian, E.M. Forster: 'Only Connect'.

Our strategy is focused on providing an unsurpassed education of excellence and breadth by:

- Continuing to strive for **Academic Excellence**, with our boys achieving the highest possible academic standards, routinely exceeding initial expectations when they join the School. Tonbridge takes advantage of its independence, innovating in curricular matters as appropriate; the academic programme is designed to support, engage, stretch and challenge all boys (including the most able), equipping them for later life.
- Offering **Co-Curricular Breadth and Depth**, with a vibrant and balanced programme encompassing sport, music, art, drama and many other activities to underpin a culture of creativity, innovation and excellence, but also to provide opportunities for service to others, self-reliance and leadership.

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

- Providing **Pastoral Excellence**, with the House system at the heart of pastoral care, generating the small group identity that strengthens a sense of security, belonging and well-being, and allowing boys to contribute meaningfully to House as well as School activities. This system also aims to focus on each boy's progress and ambitions (encouraging all to contribute to the School and House communities) and to foster mutual tolerance and respect through appropriate rewards and sanctions.
- Promoting **Community and Sustainability** to ensure that our students and staff are meaningfully connected to the wider world, developing a strong sense of belonging to, and serving, their communities; that our students become well-rounded individuals who are grounded and outward looking, and who will leave the School expecting to make a positive contribution to their global and local communities; that our community benefits from the School's facilities and expertise; that our students understand their impact on our environment, and seek ways to make this less negative; and that the diversity of our student population is increased for the benefit of all.

Delivering the Charity's strategy is dependent on the processes and policies it has in six key areas:

1. Recruiting, retaining and developing the best and most committed teaching and support staff.
2. Maintaining and upgrading its Schools' facilities and equipment.
3. Continuing to operate, fund and promote our extensive bursary (now referred to as 'Foundation Awards') and scholarships programmes
4. Deepening partnerships and relationships between Tonbridge School and The New Beacon, following the merger, and also between The Marsh Academy, other local schools and the local community.
5. Raising additional funds for development, and managing the Charity's cash-flows and investments effectively;
6. Marketing its Schools to prospective parents and admitting boys to the Schools, including girls to The New Beacon Nursery.

STRATEGIC REPORT

The Strategic Report for the purposes of the Companies Act 2006 comprises the sections below titled "Principal Activities and Objectives for the Year, Review of Achievements and Performance, Future Plans and Risk Management".

Section 172 Statement

The Governors have undertaken their duties with regard to section 172 of the Companies Act 2006, recognising their obligation to act in the way in which they consider, in good faith, would most likely promote the success of the Charity for the benefit of its pupils and the wider School Community. Section 172 considerations are embedded in the decision-making process at Governor level and throughout the organisation. The Strategic Report detailed below identifies how, in the opinion of the Governors, the Charity has met its strategic objectives for the year under review and engaged with elements of the local and wider School Community in meeting its charitable aims and objects.

Principal Activities and Objectives for the Year

The principal activity of Tonbridge School is the provision of education in Tonbridge to boys aged 13-18, as well as supporting The New Beacon in the development of its pupils. The Charity's continued success has ensured that the demand for places remains strong at both schools, with current indicators suggesting that Tonbridge School will

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

Principal Activities and Objectives for the Year – continued

continue to operate at full capacity for the foreseeable future, and that pupil numbers at both The New Beacon Preparatory School and its Nursery facility reflect continued growth.

The Charity's objectives are set to meet its educational aims for boys at the School (recognising that education encompasses academic, co-curricular, pastoral, and social elements), and to provide educational and other benefits to the wider community.

In setting our objectives, and planning our activities, the Governors consider the Charity Commission's general guidance on public benefit and its supplementary guidance on advancing education.

This year, the Charity has continued to maintain or improve performance across eleven priority and policy areas identified in its strategy. Its achievements in each area are detailed in the following section.

1. **Academic:** maintaining high academic standards for entry, developing the curriculum, focusing on excellent teaching and learning across all subjects, and benchmarking academic standards against public examinations and independent value-added criteria.
2. **Co-curricular:** offering a broad co-curricular programme and encouraging all boys of all abilities to participate in it as widely as possible.
3. **Pastoral:** maintaining high pastoral standards, providing appropriate support structures for boys, and having robust child protection, anti-bullying and health and safety policies and cultures.
4. **Community Engagement:** encouraging boys and staff to participate in (and opening the School's facilities for) a wide range of activities and events of benefit to individuals in need, the local community, and the environment.
5. **Staff:** maintaining teaching staff expertise through their continued professional development and appraisal, combined with the recruitment of suitably qualified staff.
6. **Facilities:** investing in academic, sporting, pastoral and other educational facilities.
7. **Foundation Awards:** maintaining our extensive Foundation Awards (i.e. means-tested bursary) programme which aims to enable any bright and talented boy to access a Tonbridge education regardless of his background not only by ensuring we attract the most academically able and talented boys to the School, but also by developing the diversity and richness of the academic, pastoral, and co-curricular environment for all boys, and to maintain or raise the level of achievement for all.
8. **Partnerships:** developing our partnership with the Marsh Academy, continuing and expanding relationships with local State primary and prep schools, and using the School's facilities for the benefit of the local community, including running holiday courses for younger children during holiday periods.
9. **Fundraising and Financial Management:** raising funds for Foundation Awards and development projects, managing cash and costs effectively, and securing additional income from the School's facilities when they are not in use.
10. **Marketing and Admissions:** communicating what the School has to offer via our website, via targeted advertising, through primary and prep schools, and through a number of events held both at and outside the School, with a renewed focus on the 'only-connect' branding.

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

Principal Activities and Objectives for the Year – continued

11. **The New Beacon:** supporting and developing the staff and pupils at the New Beacon School following the successful merger of the two entities on 31 August 2021. The Schools' Governing bodies and Senior Teams continue to work closely to align the schools in terms of overall strategy, combining respective experience and expertise to provide an educational pathway for boys aged from 3 to 18 years, with girls in the Nursery.

REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

At the start of the Michaelmas Term 2022, there were 795 boys in Tonbridge School, comprising 454 boarders and 341 day boys. The Governors of the School, as Trustees of the Charity, were satisfied with the performance and achievements across all of the Charity's priority and policy areas.

1. Academic

The School recorded outstanding exam results in academic year 2022/23:



- **At A Level** 43 per cent of all grades awarded to the Upper Sixth cohort were at the very highest grade of A*, with 80 per cent of all grades awarded are A* or A, while nearly all grades (97 per cent) achieved by Tonbridge students were either A*, A or B.

96 boys achieved nothing lower than A*/A grades at A-level, with 29 boys making the 'clean sweep' of an A* in all their subjects while a Tonbridge student received the top score in the country from examination board OCR for its A-level Mathematics B (MEI) qualification: he was the top performer from approximately 6,500 candidates.

- **In their GCSE and iGCSE** examinations, Tonbridge boys also achieved an excellent set of results. 48 per cent of grades were at 9, the highest possible grade, and 77 per cent were at 9 and 8 (with both grades the equivalent of A*) while more than a third of the entire Third Year cohort achieved exclusively 9-8 grades (i.e., all GCSEs equivalent to straight A*s) and 31 boys achieved nine or more grade 9s.
- 93 per cent of Tonbridge's leavers secured their **chosen university destination** and headed to many leading universities across the world, with 24 confirmed Oxbridge places, representing 17 per cent of the Upper Sixth cohort. 90 per cent of students received offers from either Russell Group or higher tariff universities including LSE, Imperial College, Bristol, Bath, Edinburgh, Leeds, Nottingham, Exeter, Manchester, King's College London, UCL, Warwick and York.
- For international university applications, in the US, Tonbridge leavers gained places at Princeton, Columbia, Chicago, Duke, New York University Abu Dhabi and the University of Southern California. Places were also accepted at Waterloo (Canada), Delft (Netherlands) and the University of Hong Kong.

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

1. Academic – continued

- Tonbridge was ranked as the 8th best school in the country in Parent Power, The Sunday Times Schools Guide 2023, which is based on A-level and GCSE performance. Tonbridge was also the country's top performing boys' boarding school.

Boys achieved many notable individual and team academic successes in 2022/23, some of which are summarised as follows:



- In Mathematics, a Tonbridge team came 'Top in the World' (first place) in the Trinity Mathematics Competition (Winter 2023), an annual online contest which tests students' problem-solving abilities under time pressure. More than 150 teams from leading schools, including those in China, the US and the UK, entered. A second team secured 21st place in the world rankings. Two Tonbridge boys took part in the International Mathematical Olympiad (IMO) in Tokyo and were awarded Gold medals, an achievement which placed them among the top 54 students in the world. The pair were part of the UK team and helped the national side to a highly respectable 13th position overall in the world rankings.
- In Science, a Tonbridge team won the UK round of the Weizmann 'Get Cracking' competition. Run by The Weizmann Institute of Science, this contest requires teams of Lower Sixth students to design and build their own safe, which can only be 'cracked' by solving various Physics puzzles; Tonbridge's Science Communication Competition, which sets students the challenge of explaining their research and ideas, was held for the second year. More than 100 students, representing a range of schools in the south-east, entered the first stage, and from these 22 made it through to the grand final, held in the Barton Science Centre.
- More than 100 students from schools across the UK came together to share their research at Tonbridge's Annual Science Conference. The event included 50 student presentation sessions and keynote speeches from three leading scientists. Local primary and secondary school pupils took part in science workshops run by Tonbridge staff, where they learned about a Scanning Electron Microscope (SEM). This high-tech item, from London's Natural History Museum, was loaned to the School for eight weeks as part of an education partnership with the Institute for Research in Schools.
- All of the Novi, as well as Second Years taking Computer Science, participated in the Bebras Computational Thinking Challenge, a competition which attracted more than 360,000 entrants nationally. Three boys scored top marks, which put them in a select group of just 434 pupils or, to put it another way, the top 0.12% of entrants. They then went on to compete in the Oxford University Computing Challenge.
- Tonbridge was named the top school overall in the British Algorithmic Olympiad (BAO), a new national competition that tests students' skills in programming. A total of seven boys achieved Gold status, with two others being awarded Silver and two receiving Bronze.
- A member of the School's Debating Society competed as one of the five member Team England at the Vietnam World Schools Debating Championships, held in Hanoi in which 64 teams took part. A Tonbridge team won the National Spanish Debating Competition, hosted by North London Collegiate School, in a contest which saw 24 teams from 15 schools debate a range of motions.

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

1. Academic – continued

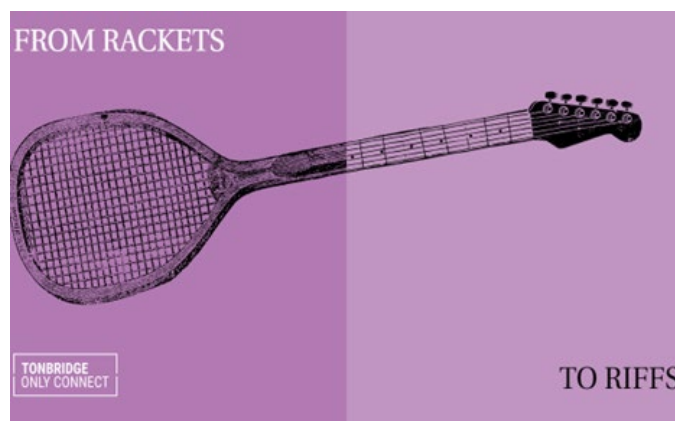
- Lower Sixth students won a total of three awards, including Best Play, Best French, and Best Supporting Role, after participating in the very first Festival Francophone de Théâtre, held at Charterhouse School. A Tonbridge Sixth Former was selected as one of three winners of the international 'Inspire Like Churchill' competition, which set students the challenge of recording a stirring speech of determination in response to current global challenges.

2. Co-Curricular

The School offers a wide range of co-curricular activities with competitive sports, clubs and societies, musical and dramatic groups, and the popular Combined Cadet Force. Wide participation in co-curricular activities is encouraged at both House and School levels.

Achievements and successes included the following:

- In the CCF, more than 200 cadets took part in the School's CCF Inspection Day, an event attended by parents, staff, friends, and the wider community. This year's event, an RAF-led parade, welcomed Air Vice-Marshal Randal Munro CBE, Commandant General Royal Auxiliary Air Force, as Inspecting Officer.
- For the Duke of Edinburgh Awards, nine boys completed their Gold Awards in 2022-23 and nine completed their Silvers. In the Third Year, 74 boys are planning to go on Duke of Edinburgh expeditions.
- In the Junior House Engineering Competition, a programme jointly run by the Physics and Design & Technology Departments, boys took on a series of challenges throughout the year. Tasks included a Rocket Car Race, creating 'mousetrap cars', building mini-bridges and flying wooden glider planes. Lower Sixth students worked on a product design challenge set by Ledlenser, one of the world's leading LED lighting companies, with a brief to design a visual prototype of a new lighting product and make a commercial pitch.
- All 2,000 tickets sold out for The School production of Les Misérables in the EM Forster Theatre. The cast featured students from three girls' schools – Weald of Kent Grammar, Hillview School for Girls and Tonbridge Grammar – alongside those from Tonbridge. In other productions Novi boys took part in Shakespeare by Candlelight in the Old Big School Gallery, performing scenes from The Taming of the Shrew, Twelfth Night, Much Ado About Nothing, Henry V and Othello, accompanied by Novi and Second Year Music Scholars, and the Novi also put on a production of Twelfth Night in Thirty Minutes, with more than 30 boys putting on a fun and engaging performance, with others supporting in stage management roles. A rendition of Molière's comedic 'Les Femmes Savantes' secured Tonbridge boys the Best Unique Theatrical Performance award at the Festival de Théâtre Francophone, organised by King Alfred School.
- Tonbridge's strong tradition of musical excellence continued in the year. More than 40 per cent of pupils learn an instrument, and about a third of these learn more than one. There were regular performances and concerts including the Whole School Concert, featuring the world premiere of the musical work The Argo that took place in the Lent Term. Inspired by the legendary voyage of Jason and the Argonauts, and the work of the



DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

2. Co-Curricular – continued

School's former Composer-in-Residence, Hywel Davies. The School's Symphony Orchestra performed Mahler's Symphony No.4 in its entirety.

- The Lower School Concert featured the School Orchestra, Junior Strings, the Concert Band and Guitar and Percussion Ensembles, with performances ranging from Pirates of the Caribbean to pieces by Beethoven, Stravinsky and Mussorgsky, and the Chapel Choir performed two concerts in Paris churches during its half-term tour of the city, being invited to lead a Sunday morning Mass.
- Sport continues to play an integral part of the educational experience at Tonbridge. Boys of all abilities are encouraged to take part, and the School offers as wide a choice as possible. As well as all the expected sports, there are regular matches in rackets, badminton, fives, squash, climbing, shooting and ultimate frisbee, to name just a few. The School's philosophy is to engender a lifelong love of sport that stays with boys long after they have left the school.
- Sixteen members of the School's Sailing Club competed in Italy in the prestigious RS Feva World Championships, with two of the School team earning a bronze medal within the fleet. Sailing is an increasingly popular sport at the School, with training and events taking place in all terms.
- The First XI Football team won the inaugural ISFA Football Trophy final. Both the First and Second Football XIs each won their respective titles in the Southern Independent School Lent Term League.
- In Rugby, the Under 16s Rugby Sevens won the Colts Plate competition at Rosslyn Park as well as the Gordon's Sevens invitational tournament for the first time.
- Tonbridge's 1st XI cricketers reached the final of the National Schools T20 competition, the furthest that Tonbridge has been in the tournament and also prevailed for the third year in a row in the annual match against the MCC. Tonbridge was once more included in The Cricketer's magazine's Good Schools Guide to the top UK schools for the sport, a rating based on quality of facilities, commitment to cricket in the curriculum and breadth of fixture programmes.
- Swimming Club members competed in various regional competitions, including the Kent Secondary Schools' Individual Championships, which involved nearly 40 schools across the county. In this contest Tonbridge boys were awarded three Golds, a Silver and several runners-up medals.
- Several Tonbridge pairs, of various ages, competed in the National Schools Rackets Championships at Queen's, and Tonbridge also hosted the South East Regional Fives tournament, which brought together the best Fives players from the region. Two boys won their respective plate competitions, with the School also winning the Senior doubles and the U16 doubles. The Tonbridge Squash team were finalists in Division 2 of the Roehampton squash competition and earned promotion to Division 1.



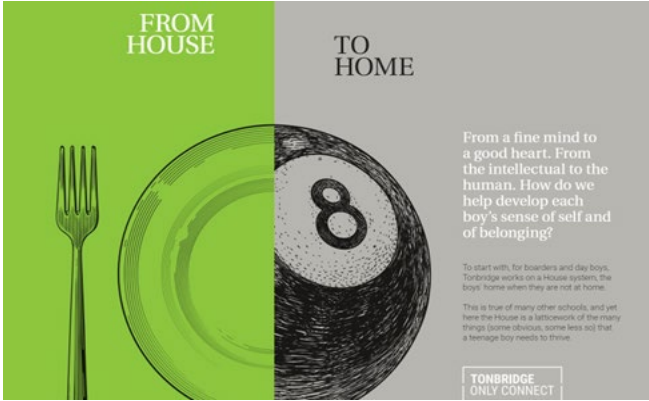
DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

2. Co-Curricular – continued

- Tonbridge's Hockey team had a good run in the U18 Frank Mason hockey tournament, reaching the final before narrowly losing 1-0; four students secured places at an England Hockey Talent Academy, a set-up which aims to create the next generation of exceptional players.
- Tonbridge boys performed extremely well at The Kent County Fencing Championship, winning the U16 Foil, the U16 Sabre, the U18 Foil, the U18 Sabre and the Master at Arms, and achieving a second place in the U18 Epee.
- There are more than 35 School Clubs and Societies, including the African-Caribbean Society, Junior Science, Beekeeping, Rocketry, Debating, Principia, Arcana (Maths), Mahjong, Robotics, Bridge The Gap, Chess, Climbing, Creative Writing, Drama and Conservation. Much of the responsibility for running the Societies is down to the boys themselves.

3. Pastoral

- A comprehensive welfare system remained in place all year. Housemasters, Matrons (in boarding houses) and Tutors get to know boys extremely well and, in return, the pupils place trust in those staff who care for them.
 - Governors oversee Pastoral Care at the School via the Governors' Pastoral Committee. This committee meets termly and scrutinises Health and Safety, Pastoral and Safeguarding/Welfare issues, and the School's systems, with Governors visiting Departments and the Houses on a termly basis. Each meeting is attended by the Deputy Head Pastoral, Headmaster, Second Master, and Bursar.
- 
- All staff have been trained in Mental Health First Aid, and The Mental Health Strategy Group has been refreshed and re-formed with the presence of boys in the group now chaired by the Lower Master.
 - The School Counsellor remains available for the boys four and half days a week, with the introduction of an external counselling service for staff increasing the availability of the School Counsellor to pupils.
 - The role of the Lower Master has been enhanced as part of the extended Senior Team, and includes oversight and coordination of societies, school wide initiatives and campaigns and a lead role on Equality, Diversity and Inclusion (EDI) issues for boys. There are fortnightly meetings between the Headmaster, Deputy Head Pastoral and Lower Master to support this change.
 - Lower and Upper School Councils and the Overseas Students' Council (OSC) continue to play an important role in providing a forum for pupil voice and in informing the School's approach, supported by House Councils and feedback from pupil surveys. The African Caribbean (ACS) and PRISM (LGBTQ+) societies were joined by the creation of the Jewish and South Asian societies, which are new boy led groups.

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

3. Pastoral – continued

- The Welfare Group, chaired by the Deputy Head Pastoral and made up of the School Counsellor, Sister in Charge, and the Second Master, meet fortnightly as a forum to discuss boys of greatest welfare concern and to review and coordinate care. Welfare screening, coordinated by the School Counsellor, is carried out each year with two-year groups, the results of which are fed back to Housemasters. All these approaches continued to prove effective and are now supported by the introduction of an online safeguarding management system (CPOMS).
- A new Safeguarding Group has been established, chaired by the Deputy Head Pastoral (Designated Safeguarding Lead) attended by the Deputy Designated Safeguarding Leads (DDSL), which has been expanded to include the Senior Chaplain.
- The new National Minimum Standards for Boarding Schools (NMS) came into force and were reflected in policy updates and changes to some systems within the boarding houses. Pastoral policies continued to be reviewed and updated during the course of the year, and Safeguarding training was again provided by external providers from the Education People (formerly part of Kent County Council) at the start of the academic year.
- A major new Pastoral Education programme was launched as a mainstream subject within the curriculum covering the teaching of Personal Social Health and Economic Education (PSHEE) and Relationship and Sex Education (RSE), complemented by the year-long programme of Parents' Pastoral Webinars which started with the in-person Parents' Pastoral Conference at Michaelmas half-term. Senior pupils have played a role in delivering aspects of the PSHEE programme to their younger peers, supported by specialist training and resources.
- The Anti Bullying Council (ABC) continues to train boys, maintain a log of incidents and run a School-wide campaign including assemblies at Saturday Chapel. Boys were helped in this role by a dedicated half-day training session for pupil representatives.
- A form was launched for the online anonymous reporting of concerns and has already proven to be useful and effective.
- During the year the School appointed a Pastoral Outreach Co-ordinator to support OT engagement at university through a programme of visits by staff to universities to meet young OTs, to keep in touch, and remind them of the support still available to them.

4. Community Engagement

We ensure that our students and staff are meaningfully connected to the wider world, developing a strong sense of belonging to, and serving, their communities; that our students become well-rounded individuals who are grounded and outward looking, and who will leave the school expecting to make a positive contribution to their global and local communities; that our community benefits from the School's facilities and expertise; that our students understand their impact on our environment, and seek ways to make this less negative; and that the diversity of our student population is increased for the benefit of all.

The school has strong partnerships with a range of local organisations including ten local primary schools, secondary schools, special schools and charitable organisations with whom it works throughout the school year. These organisations share our on-site facilities, and many welcome our boys to their sites, where they learn through working with others. The below list highlights some key initiatives:



DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

4. Community Engagement - continued

- Our Wednesday afternoon **Tonbridge Community Action** (TCA) programme saw over 110 boys volunteering each week on over 20 projects, helping with primary school classroom mentoring and after-school clubs in languages, art and sport. Boys also supported local special schools, assisted autistic children with swimming and football, while other projects included supporting children and adults with additional needs. The school continues to run a scheme for Kent County Council's Unaccompanied Asylum-Seeking Children, who play football with TCA boys, sharing conversational English and learning about respective cultures.
- We also support Senior Citizens groups in a number of projects. TCA boys regularly visit care homes, and all TCA boys host an annual evening Community Concert for 200 local seniors, with transport provided. The Novi also hosted a series of mini concerts for local seniors, with a varied programme provided by the music department, and enjoyed tea and conversations with their guests.
- All Novi boys run a 'book buddies' scheme, each reading one to one with primary school pupils on their sites for three weeks to help develop a love of reading.
- The Learning Strategies Department trains mentors who support children with SEND issues on a one-to-one basis, on-site at Tonbridge.
- Our popular Science for Schools programme offers inspirational, hands-on experiments for primary school children in the Barton Science Centre and with visits to primary schools.
- The Science department continued to hold Scanning Electron Microscope workshops with partner secondary and primary schools throughout the Michaelmas term.
- The partnership with the Marsh Academy sees Tonbridge sharing facilities for academic sessions, as well as sports coaching and the annual 'Marshterchef' cookery competition. Twenty two of our second year students travelled to the Marsh Academy in September to work on collaborative presentations with fellow Year 10's.
- We coordinate a "Shop and Share" initiative, run with two local foodbanks "Sustain" and "Feast", which includes monthly collections which are then sorted by students. A Christmas market provided fresh fruit and vegetables at Christmas to 140 families, as well as activities for children and a chance to wrap a present for their parents and carers.
- Our popular Christmas Toy Appeal saw huge support from the School community, with thousands of toys and gifts brought into School and sorted into age categories by volunteer parents and staff, who then chose appropriate gifts for each family. In addition, £4,135 was kindly donated by Tonbridge parents, meaning that specific gifts could be purchased, with the scheme supporting over 500 children from 185 families locally.
- We continued to work with Tonbridge Welcomes Refugees running weekly social sessions with a focus on developing conversational English. Eight of our students gave up their Tuesday evenings instead of a Wednesday afternoon activity, so this agreement gives more flexibility for other projects outside of the Wednesday afternoon TCA volunteering time.
- We continued to share our facilities with partner schools and charities throughout the year, with many primary schools using TSC and the EM Forster Theatre for free or concessionary rates. Three primary schools have had cookery lessons for their Year 5 and Year 6 children in the Cookery School, led by professional chef Shenley Moore. Tonbridge Welcomes Refugees continues to use The Community Hall in Manor Grove at no cost for English lessons on Mondays and Fridays.

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

4. Community Engagement - continued

School Community Fundraising, September 2022 to August 2023:

The School community supports a range of charity partners throughout the year. The whole school raised more than £113,000 for local and international charities, with events such as Pink Day supporting Breast Cancer Kent, as well as one-off campaigns and sponsored events. Individual Houses also ran a number of challenges. Below is a summary of highlights:



- The Novi 'slept rough' in the Quad, raising over £27,813 for the charity Porchlight and engaging boys in the causes of homelessness.
- The annual Pink Day was pinker and brighter than ever, with all boys and many staff dressing in pink. Many had bought costumes from a charity clothing stall held in the preceding week which raised over £700 for Demelza Hospice. The School was decorated and lit up at night, with all efforts raising nearly £6,500 for Breast Cancer Kent.
- Fundraising for partner charity Child Action Lanka (CAL) took many forms, including a whole school simple curry lunch, raising over £6,000 for CAL.
- A whole school non-uniform day raised nearly £6,000 for the Silas Pullen Fund.
- Over £6,000 was raised for West Kent MIND via the School's EM Forster Theatre over the year.
- All Houses, the school Praes and various staff supported Movember and raised over £6,378.
- The school Tennis Club supported a tennis tournament raising over £9,700 for Bright Ideas for Tennis.
- Ferox Hall undertook a cycling fundraiser, raising over £5,000 for Re-Cycle (Bikes to Africa).
- Manor House completed a 24- hour football challenge raising nearly £5,000 for Footsteps Foundation.
- A second year student sold doughnuts, raising nearly £2,000 for Target Ovarian Cancer, which was doubled with generous matched funding from his family.
- Over £1,600 was raised for the Royal British Legion.
- The Praes joined forces with other local schools, raising over £3,000 for the British Red Cross with charity lacrosse matches.

Giving Day 2023: The School's third Giving Day took place on 28 - 29 June 2023. The aim was to bring the Tonbridge School community together to raise as much money as possible for widening access but, equally importantly, to continue to raise awareness, amongst our internal and external audiences, about why Foundation Awards matter.

The day highlighted the strong links with local Primary Schools. The school site was filled with over 700 visiting children who enjoyed over 28 different sport, artistic and academic activities, from rocketry to dance, maggot racing to performance poetry. The Novi were responsible for hosting the children, ensuring they reached their activities on time and encouraging everyone to 'have a go' and try something new. The activities themselves were run by the Lower Sixth. Tonbridge boys rose to the challenges of these roles, resulting in a fantastic day. This year the day culminated in all our guests enjoying a performance from the school symphony orchestra in Chapel before a falconry display on the Head.

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

4. Community Engagement - continued

An additional, key element of Giving Day is our twelve off-site projects, one for each House, involving all Second and Third Years and which give back to the local community. Many projects were in local primary schools, and ranged from creating gardens, ponds and raised beds, running sports festivals and helping to create costumes and sets for a school production. Other projects included working with local charities who support young adults with additional needs, and including making a sensory room, building a 'stepless slide', hosting a music festival and a family fun day. These projects strengthen links within our community and enable the boys to understand that their time and effort is of value to others.

5. Staff and employee engagement

Our staff are fundamental to the operation of the Charity, and the Group's employment policies seek to respect the individual and enhance career opportunities regardless of age, gender, religion, or race. The Charity recognises its obligations towards disabled persons and considers applications for employment made by such persons (Employment of the disabled: page 4), and engagement with the Group's staff body is principally promoted through the three representative bodies, the Pay and Conditions Committee representing the "Common Room", the Support Staff Council, and the Joint Pay and Conditions Committee (Employee involvement: page 4).

The School continued to implement and monitor its policies and processes aimed at recruiting, retaining, and developing the best and most committed teaching and support staff, and successfully recruited 9 new full-time and part-time teachers for the 2022/23 academic year, including replacing teachers due to retire or move on to other (often senior) roles in other schools and organisations. Important policies and processes at the School included:

- Advertising vacant roles widely and following well-established selection processes to identify the best candidate for each post; all new staff settled in well and made strong contributions to the academic, co-curricular and pastoral life of the School.
- Offering a range of professional development opportunities for teaching staff, including opportunities for extended or in-depth projects, and providing relevant training for support staff.
- Running the well-established induction and appraisal systems for teachers and support staff.
- Maintaining policies to help attract and retain staff and to ensure they could work effectively, including offering fee remission for staff children, providing housing where necessary for proper job performance, and offering good levels of pay and benefits (including private health insurance and pension schemes).

FROM
SUPPORTING
PASSIONS
TO BUILDING
CAREERS

TONBRIDGE ONLY CONNECT

The contribution of the School's staff to the success of the School was assessed as part of a Regulatory Compliance and Educational Quality Inspection in November 2021. One Key Finding in the Inspection Report was that due to the efforts and capabilities of staff across the School, "the school meets the standards in the schedule to the Education (Independent School Standards) Regulations 2014, the National Minimum Standards for Boarding Schools 2015 and associated requirements and no further action is required as a result of this inspection". In addition, given the expertise and commitment of teaching and other staff, further Key Findings were that "the quality of the pupils' academic and other achievements is excellent" and that "the quality of the pupils' personal development is excellent".

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

6. Facilities

To achieve the School's aims, its facilities need to provide the best possible learning environment for the boys and teaching facilities for the staff, support excellent pastoral care, and make the School feel welcoming, safe and easy to get around. The School's facilities are on an extensive campus close to the centre of Tonbridge and include many important historic and impressive buildings, 11 of which are Grade II listed. The estate includes academic buildings, 7 boarding houses and 5 day houses, a large and well-equipped Sports Centre, over 150 acres of grounds and over 90 units of owned and rented residential accommodation of various types.



The programme of Masterplan and Major Projects developments increased during the year as the School progressed with significant boarding and day house refurbishments, and the conversion of the former Cawthorn Lecture Theatre in to a staff Common Room, to facilitate the provision of additional classrooms within the vacated space.

The School spent approximately £6,900k on the maintenance, improvement, and development of its facilities in 2022/23, including:

- £1,700k on general repairs and improvements, and on the inspection programmes necessary to ensure our facilities operate safely.
- £900k on academic, boarding, day, staff housing and co-curricular repairs and improvements.
- £3,200k on major developments relating to the School's Masterplan and co-curricular priorities, including the significant refurbishment of a boarding and day house, tiered seating within Old Big School, and progression of the Cawthorn project.
- £1,100k on the upkeep of its excellent and extensive grounds and gardens.

In addition, the School spent approximately £1,100k on IT improvement, maintenance, development, and support to enable better teaching, effective administration and improved communication. The School maintained an effective process to identify and prioritise facilities repairs, improvements, and developments, and continued to deliver its planned preventative maintenance programme.

7. Foundation Awards (previously called Bursaries and Scholarships)

Tonbridge School continued to provide a wide range of Foundation Awards, scholarships, and means-tested bursaries to enable any bright and talented boy to access a Tonbridge education regardless of his background, help ensure we attract the most academically able and talented boys to the School, develop the diversity and richness of the academic, pastoral, and co-curricular environment for all boys, and to maintain or raise the level of achievement for all. A total of approximately £3,220k (9.6% of gross tuition fees) was provided for bursaries, scholarships, assisted places and other subsidies and discounts to both current and future pupils of Tonbridge. Of this, £3,131k was provided to boys in the School, being £2,155k (66.9%) to boys with Foundation Awards (whose parents were means-tested), with £349k (10.8%) provided to other boys who won academic and other scholarships, £627k (19.5%) provided in other awards (including sibling discounts and staff remission), and £89k (2.8%) to boys at preparatory schools as part of the School's support of Junior Foundation Awards and Choristers.

Most Foundation Awards (means-tested awards) were made to boys successful in entry examinations in the year preceding entry, and all awards were made following a detailed financial assessment that considered parental income, disposable income and assets. A small number of Foundation Awards were made to boys already at the School whose parents were facing unexpected financial difficulties (Hardship awards). In addition, to make the School more accessible to boys in state primary schools, the School's Junior Foundation Award programme continued to give

DIRECTORS' AND GOVERNORS' REPORT

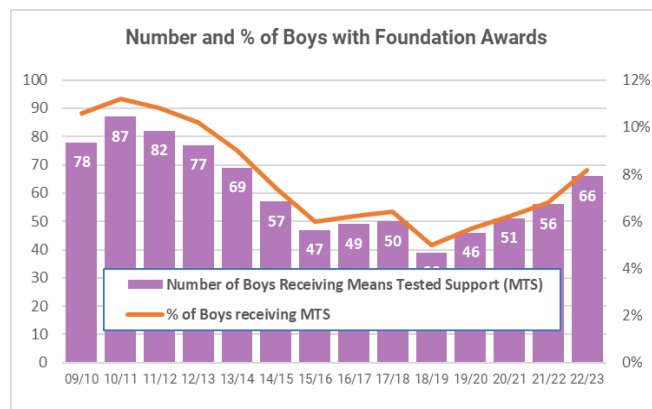
For the year ended 30 June 2023

7. Foundation Awards (previously called Bursaries and Scholarships) - continued

pupils the opportunity to apply in Year 6 (their final year in primary school) for entry in Year 9, making allowances for the educational background of applicants, and awarding means-tested funding for successful applicants for their time at Tonbridge, as well as for Years 7 and 8 at another school. In 2022/23, 66 boys at the School received a total of £2,155k in means-tested 'Foundation Award' funding, 6.5% of Gross Fee Income.

Of the 66 boys at the School, 25 boys received 100% funding, 42 boys over 70% funding, and the average boy receiving means-tested support received 75% of funding towards fees. Parents receiving means-tested support were, once again, asked to provide an update of their financial circumstances annually.

Despite the demands placed on the School's finances, the Governors of the School as Trustees of the Charity remained committed to the extensive 'Foundation Award' (i.e. bursary) programme which aims to: enable any bright and talented boy to access a Tonbridge education regardless of his background; help ensure we attract the most academically able and talented boys to the School; develop the diversity and richness of the academic, pastoral, and co-curricular environment for all boys; and to maintain or raise the level of achievement for all. The School's Foundation Award programme continued to be promoted widely: on the School's internet site, in local schools and feeder prep schools, and in relevant publications, and has resulted in an increase in the number of boys benefiting from Foundation Awards from 46 in 2019/20 to 66 in 2022/23.



8. Partnerships

The School's partnerships programme had three main components: developing our partnership with The Marsh Academy, continuing and expanding relationships with local schools, and using the School's facilities for the benefit of the local community.

Tonbridge School has been one of the sponsors of The Marsh Academy since June 2006. The Marsh Academy is in the heart of the Romney Marshes and is the only secondary school in the area. Whilst the two schools may be very different places they share the same overall goal, which is to develop their pupils to the best of their potential. Features of the partnership included providing:

- The Headmaster and Deputy Head Co-Curricular acting as a Governor to support and guide the Academy leadership team.
- Approximately 143 hours of on-site consultancy and support.
- The on-going promotion of a travel fund to help Marsh Academy students undertake both international and UK based educational visits at a future date.

Tonbridge School continued to work closely with other schools, offering staff time and expertise and facilities to provide educational benefits to children outside the School. In addition to the Community Engagement benefits described above, in 2022/23 the School provided:

- Teaching expertise to local schools, including practical, virtual science lessons with a Scanning Electron Microscope on loan from the Natural History Museum.
- Sport, Theatre, Chapel, and other venues free of charge to several local good causes with others benefitting from concessionary rates.

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

8. Partnerships – continued

The School continued to share its facilities with the local community. In addition to the activities described above, in 2022/23 the School provided:

- A timetable of affordable, educational Summer and Easter courses for children aged 4-14, for activities including sports, arts, dance, crafts, revision, and cookery.
- Sports facilities free of charge to many community groups, and at a very low or subsidised rate for regular use by Tonbridge Athletics Club and over a dozen local sports teams (as part of the Community Use Agreement with TMBC).



9. Fundraising and Financial Management

The Statement of Financial Activities is at page 35. An analysis of movements on the various funds is included at Note 20 to the financial statements.

The Charity's principal fundraising activity is carried out by its subsidiary The Tonbridge School Foundation (TSF) with the support of the School's Tonbridge Society. The TSF's Corporate Trustee (Tonbridge School) takes its responsibilities under the Charities (Protection and Social Investment) Act 2016 seriously and has considered the implications on the TSF's activities. The TSF does not actively raise funds or solicit donations directly from the general public, with support being sought from a network of current and former parents; Old Tonbridgians and friends of the wider School community, established over a period of time. It does not work directly with commercial sponsors or fundraisers in relation to its fundraising, and no complaints were received during the year in respect of this activity.

During the year, TSF continued to focus its activities in the following areas; through the operations of the Tonbridge Society:

Engagement

- Delivering a sophisticated contact management and supporter care programme that provides regular news updates and activities which are tailored to the Charity's community interests.
- Providing administrative, communication and event support for the Old Tonbridgian Society, Parents' Arts Society, the Careers and Mentoring Scheme and fundraising activities as part of a centralised team.

Enrichment

- Implementing a comprehensive stewardship and events programme with the objective of forming closer bonds between the School, parents, staff, Old Tonbridgians, and friends of the School.

Enhancement

- Raising funds for the Foundation Awards (widening access) programme and encouraging unrestricted donations and legacy pledges towards the School's development. All fundraising activities for the Charity are overseen by the Tonbridge Society office staff. The Charity does not use professional fundraisers or have any commercial participators. All fundraising activities are managed by the Director of the Tonbridge Society, with overall oversight of the Tonbridge School Foundation Committee.
- Developing a network of representatives, current and former parents, Old Tonbridgians and friends that can share their skills and expertise with students and other members of the Tonbridge Society community.

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

9. Fundraising and Financial Management - continued

TSF's main activity has been to create more opportunities for students and those in our community to benefit from the School's outstanding facilities, expertise, and education. During the year, the Charity carried out the following projects and activities:

Engagement

- A strong stewardship programme has produced good levels of engagement within our community culminating in excellent email open rates, event attendance, fundraising support, and membership of the Charity's secure online community, Tonbridge Connect.
- There was a significant uplift in social, networking and stewardship events with over 100 events held for parents, past parents, Old Tonbridgians and friends of the School coordinated through the Tonbridge Society.
- Overseas networks and relationships with the School were strengthened. Networking and stewardship events took place with Old Tonbridgians and parents, past and present, in Hong Kong, Singapore, Malaysia, and the United States.

Enrichment

- The Charity continued its aim to harness the talents and expertise of the parent and Old Tonbridgian community, from graduate to senior leadership level. During the year, it has seen its professional networks and mentor and career guidance volunteers grow.
- A wide range of inspiring Old Tonbridgians and parents shared their knowledge, expertise and unique stories with students and the Tonbridge Society community via careers and mentoring events and the Tennant Lecture Series.

Enhancement

- Fundraising to bring deserving and talented boys, irrespective of means, and from varied and diverse backgrounds to Tonbridge has developed further in the year.
- During the year £1,236k of donations were received, resulting from campaigning, individual consultation and from the Charity's third Giving Day. Regular donations were committed by the 1553 Society, a November 2022 telephone campaign, with ongoing impact reporting via direct mail and digital communications providing additional support.
- The School's third Giving Day took place on 28 - 29 June 2023. The Giving Day, and notably the community activities that encompass it, is a core part of the School's strategy to build a culture of philanthropy at Tonbridge and capitalise further on the opportunity to raise awareness about the value of means tested fee remission for enriching the School community. The event secured total pledges over the two days of more than £525k from 596 unique donors towards the Foundation Award Bursary programme.
- The Giving Day campaign won a nationally recognised award, the IDPE Development Engagement Campaign of the Year, in recognition of the success and impact.
- The Charity continued to benefit from legacy income of £133k and now has 98 living Judde Society members who are recognising the Charity in their Will.

TSF Fundraising Income and Expenditure (£)	2018/19	2019/20	2020/21	2021/22	2022/23	Total
TSF Total Income / Total Incoming Resources	573,204	535,568	1,335,509	1,028,317	1,306,313	4,778,911
Estimated Fundraising Expenditure	277,175	260,402	225,361	303,394	282,675	1,349,007
Total Income Received % Expenditure	207%	206%	593%	339%	462%	354%

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

The Governors are satisfied with the Group's Net Movement in Funds for the year of £2,263k, (£12,407k in 2021/22, recognising the one-off effect of the merger with The New Beacon which accounts for £10,080k of the Net Movement in Funds for the year), and the Decrease in Cash for the Year of £1,927k (2021/22: Increase in Cash of £1,446k of which £3,193k reflected the one-off effect of the merger with The New Beacon). The Governors are continuing in their strategy of deploying all Net Income towards the School's charitable objects – primarily the advancement of education.

The parents of boys at both Tonbridge School and The New Beacon have the assurance that all income, as a Charity, must be applied for educational purposes. As an educational Charity, the Schools receive tax exemption on their educational activities and investment income and are also entitled to an 80% reduction on business rates on the property occupied for charitable purposes. The financial benefits the Charity receives from these tax exemptions are all applied for educational purposes and help it maintain the bursary and partnership programmes described above.

10. Marketing and Admissions

The School has two main intakes: at the age of 13 (Year 9) normally with places for up to 150 boys, and at the age of 16 (Year 12) with up to an additional 20 places available; the School can also take up to 5 boarding boys at the beginning of Year 10. The School has an examination-based entry system, with clear standards for entry; details of the admission processes and examination are posted on the School's website. While the School only admits boys and is academically selective (to ensure that potential pupils can cope with the pace of learning and benefit fully from the education the School provides), a boy's economic status, ethnicity, race, religion or disability do not form part of the School's selection process. A dedicated small team of Admissions staff led by the Director of Admissions and Marketing, maintains strong contact with parents and current schools through the admissions process to ensure it works as smoothly as possible for all concerned.



The School started the new academic year, in Michaelmas Term 2023, with 806 boys, comprising 460 boarders and 346 day boys, with termly fees set at £16,648 for boarders and £12,490 for day boys, reflecting a 6.85% increase over the Summer 2023 termly fee. In setting the fee increase for 2023/24 the Governors have been mindful of the high cost, for current and prospective parents, of the education provided for their boys, and the rising cost of living.

Overall, the Governors of the School as Trustees of the Charity were satisfied that the achievements detailed above clearly demonstrate that the School is advancing education, providing benefits to the community, and aiming to enable any bright and talented boy to access a Tonbridge education regardless of his background.

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

11. The New Beacon



The New Beacon
Ex Fumo · Dare · Lucem

This year saw the retirement of Mike Piercy as Headmaster after fifteen years of outstanding service to the School. His retirement was marked by a series of farewell events celebrating his time at The New Beacon attended by current and former pupils, parents, staff and governors.

Following her appointment as Head-Elect, Sarah Brownsdon, formerly Deputy Head and Acting Headmaster of Dulwich Prep London, had the opportunity for an extended handover during the Lent Term, during which she was able to meet parents, staff and boys and to visit local senior schools. Sarah officially began her tenure as Head in the Summer Term.

The Independent Schools Inspectorate (ISI) conducted a Regulatory Compliance Inspection in May 2023 which identified some areas in which action was required to ensure that all relevant standards were being met. The School implemented a thorough action plan and was assessed in November to be successfully meeting all standards. The Department for Education has confirmed two material changes for the School to admit pupils from the age of 3 and to accept girls into its Early Years Provision in the Nursery. This positive outcome has resulted in the School being able to admit girls to the Nursery from January 2024 and pupils from the age of 3, which will place The New Beacon in a strong position in the local market. With current numbers standing at 312 from September to December 2023 moving to 330 from May 2024, the ability to recruit girls into the nursery is an exciting development.

The construction phase of the new nursery facility continued during the year, with the new facility opening on 9 January 2024 providing a beautiful, purpose-built setting in which to establish the 3+ offering, with the aim of emphasising an outstanding teacher-led, play based education combined with outdoor forest school learning opportunities. Nursery pupils will benefit from specialist teaching in PE, swimming and music.

At the other end of the School, pupils continue to progress on to a range of top senior schools, winning not only academic scholarships but also awards in music, sport, drama and art. The weekly flexi-boarding provision continues to provide a further support mechanism for many families as well as a taste of boarding for those boys moving onto full boarding in year 9. Transporting boys to School and extending the range of the bus routes has been a target to attract pupils from further afield. The New Beacon bus stop at Tonbridge School has been a welcome addition to the route, visibly reinforcing the link between the two schools.

Work progressed on widening the co-curricular offering to deliver opportunities for all boys, whatever their interests, to get involved beyond the classroom before, after and during the school day. This has been incorporated into the base fee from September 2023 and has been met with a very positive response from parents and boys. This is in addition to the enhanced before and after school provision which has resulted in higher numbers of boys joining school from 7.30am for breakfast and staying until 6.30pm for dinner. A highlight of the year was the whole school festivities for the King's Coronation, including an opportunity for the boys to record one of the Anthems commissioned by the King and conducted by its composer.

The New Beacon continued with its established bursary programme, offering means tested financial assistance through bursaries and hardship funding. Bursaries are available to support the admission of boys from the age of seven, providing access to children from families who would otherwise not be able to afford an independent school education. Hardship funding is available to those families who find themselves in altered financial circumstances and is normally offered for a maximum of one year, being reviewed on a termly basis. The School continues to support the Junior Foundation Scholarship programme with Tonbridge School providing joint funding for pupils in Year 7 and 8 at The New Beacon, before moving on to Tonbridge for their senior school years. Under this programme funding is available for up to 110% of tuition fees. Fee remission totalled £217k for the year under review, including £166k in means tested financial assistance and £51k in other awards, including staff remission. Governors continue to investigate ways of providing support to families and increase this figure over the coming years.

Marketing, Finance and HR are areas where The New Beacon is benefiting from the expertise and experience at Tonbridge School along with the co-curricular offering, where Tonbridge pupils have been supporting younger boys with sailing and squash. Subject-specific initiatives in Science and PSHE have been enjoyed and will hopefully continue across the broader curriculum.

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

RESERVES POLICY

Note 19 to the financial statements show the assets and liabilities attributable to the various funds.

Unrestricted funds, defined as funds available for use which exclude fixed assets and long-term creditors, amount to £13,543k, being the net of the balances attributable to the Tonbridge School General Fund, The New Beacon General Fund, and The TSF General Fund, with the remaining unrestricted funds designated for the Fees in Advance Scheme, Tonbridge Services Limited and the provision for deficit pension contributions and the fair value of the interest rate swap, which are accrued as liabilities under FRS102.

The School has formulated a strategic development programme identifying development activities for the short to medium term. The Governors' reserves policy is to maintain unrestricted funds at a level to allow sufficient liquidity for normal operations and to support the development activity. The Governors regularly review the level of reserves, which are targeted at a minimum of 5.0% of net fee income plus a substantial allowance to accommodate the cyclical nature of the Charity's fee income, the staged redemption of fundraised income and to support the School's Masterplan cash flow. The current level of reserves held meets the target set by the Governors.

GOING CONCERN

The Governors prepare a detailed long-term plan having regard to the School's financial and physical resources, so that at all times the School retains the strength and flexibility to respond to contingencies and to longer term needs that may not be currently foreseen. The Governors consider that the School and the Group have adequate resources and flexibility for the foreseeable future and consequently the adoption of the going concern basis is appropriate in preparing the financial statements.

FUND ACCOUNTING

The funds under the Governors' control are categorised as detailed in Note 1.12 and comprise:

Unrestricted funds:

- The income and expenditure of Tonbridge School;
- The Tonbridge School Pension and Swap Liability Funds, which arise as a result of the accrual of liabilities payable in respect of deficit pension contributions and the fair value of the interest rate swaps, as required under FRS102;
- The income and expenditure of The New Beacon School; and
- The General Fund of the Tonbridge School Foundation.

Designated funds:

- The Fees in Advance Scheme, which is explained in Note 18 to the financial statements;
- The net assets of Tonbridge Services Limited (TSL), the School's trading company. TSL is a company incorporated in England and Wales and was transferred to the School by the Sir Andrew Judd Foundation (Registered Charity 307099) on 30 June 2003. TSL operates the School Shop and lets the facilities of the School to third parties. Its taxable profit is donated to the owning Charity under gift aid; and

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

Restricted funds:

- The General Prize Funds, the General Scholarship and Bursary Fund, the Community Services Group Fund, and the Computer Aided Design Fund were transferred from the Sir Andrew Judd Foundation on 30 June 2003. As at September 2011, Sir T Smythe's Educational Foundation No.1, Henry Fisher's Educational Foundation and the Bertha Morton Bequest were transferred from the Sir Andrew Judd Foundation to the School to facilitate the administration of these awards;
- The Tonbridge School Foundation restricted funds:
 - The Master Plan Fund, to support the development of Tonbridge School's facilities;
 - The General Scholarship Fund, to award means-tested, term-funded scholarships to pupils at Tonbridge School;
 - The Tonbridge School Centre Fund, reflecting the proceeds from the capital appeal;
 - The Barry Orchard Fund, to receive income generated by the Barry Orchard Endowed Fund and to award means-tested, term-funded scholarships to boarders at Judde House, Tonbridge School;
 - Ferox Hall Fund, to award means-tested, term-funded scholarships to boarders at Ferox Hall, Tonbridge School;
 - The Hill Side Fund, to receive income generated by the Hill Side Endowed Fund and to award means-tested, term-funded scholarships to boarders at Hill Side, Tonbridge School;
 - The Manor House Fund, to award means-tested, term-funded scholarships to boarders at Manor House, Tonbridge School;
 - Park House Fund, to award means-tested, term-funded scholarships to boarders at Park House, Tonbridge School;
 - Parkside Fund, to award means-tested, term-funded scholarships to boarders at Parkside, Tonbridge School;
 - The School House Fund, to award means-tested, term-funded scholarships to boarders at School House, Tonbridge School;
 - The Welldon House Fund, to award means-tested, term-funded scholarships to day boys at Welldon House, Tonbridge School;
 - The Smythe House Fund, to award means-tested, term-funded scholarships to day boys at Smythe House, Tonbridge School;

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

Restricted funds - continued

- The New Beacon Fund, a fund to support the activities of The New Beacon School;
- The Billinton Fund, to award means-tested, term funded bursaries to sons of Old Tonbridgians;
- Media Centre Fund, a fund to provide teaching resources for the School's Media Centre;
- The Rackets Court Fund, to support the building of an additional Rackets Court at Tonbridge School;
- The Cricket Fund, to support Cricket at Tonbridge School; and
- The Hockey Fund, to support Hockey at Tonbridge School.

Endowed funds:

- The Tonbridge School Foundation endowed funds:
 - The General Scholarship Fund, being funds donated and invested to maintain the capital value of the fund and provide income to cover a programme of means-tested awards to pupils at Tonbridge School;
 - The Barry Orchard Scholarship Fund (formerly the Judde House Scholarship Fund), being funds donated and invested to maintain the capital value of the fund and provide income to cover a programme of means-tested awards to pupils at Judde House, Tonbridge School; and
 - The Hill Side Scholarship Fund, being funds donated and invested to maintain the capital value of the fund and provide income to cover a programme of means-tested awards to pupils at Hill Side, Tonbridge School.

INVESTMENT POLICY AND OBJECTIVES

The Charity's investment powers are governed by its Memorandum and Articles of Association, which permits the Charity to deposit and to invest funds in any manner after obtaining expert financial advice. The Governors are permitted to delegate investment management under specified conditions. The Governors' investment policy is to ensure that surplus funds are deposited to maximise returns whilst managing risk conservatively and ensuring capital preservation where appropriate, and to match the return on the invested Fees in Advance Scheme to the maturation profile of the related liability to provide School fees in future years.

HSBC Global Asset Management (UK) Limited was appointed as Investment Manager in June 2012. Whilst the Group's assets continue to be managed by HSBC Global Assets Management (UK) Limited the operational day to day relationship rests with the HSBC Private Bank Charities Team. Investment strategies have been identified and approved to meet the Group's investment objectives. The investment strategy and policy are monitored by the Finance and General Purposes Committee, as is investment performance. The Group's portfolio is invested in balanced and growth and income funds. Trustees are satisfied with the portfolio return and performance for the year under review given the on-going impact of other world events on investment holdings globally.

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

PRINCIPAL RISKS AND UNCERTAINTIES

The Governors are mindful of the economic climate and consider the affordability of fees by parents across the independent sector to be a principal risk faced by the Charity and the Group. The level of fee increase is subject to rigorous review as part of the annual budget setting process to ensure that this is set at an appropriate level to support the ongoing operations and development of the School, without placing an unacceptable burden on current and prospective parents. The prevailing global economic and political climate remain on-going risks during the current financial year, together with Safeguarding, which is always a significant area for risk management within a School environment and is subject to stringent management. The full portfolio of risks monitored by the Governors covers the following areas:

- Governance and School Management;
- Legal and Major Incident;
- Behaviour;
- External factors;
- Service provision;
- Financial; and
- Employment.

Risk Management

The Governors have examined the major risks to which the Charity is exposed and have developed systems to monitor and control these risks to mitigate any impact they may have on the School's future. A formal review of the Charity's risk management process is undertaken annually. The key controls used by the Charity include:

- Formal agendas and minutes for all committee activity;
- Detailed terms of reference for all committees and senior staff;
- Comprehensive planning, budgeting and management accounting;
- Established organisational structure and lines of reporting;
- Formal written policies including comprehensive child protection measures and health and safety matters;
- Clear authorisation and approval levels for all financial transactions; and
- Vetting procedures for all staff as required by the DfE through the Disclosure and Barring Service.

It is recognised that no system can give an absolute assurance against major risks.

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

FUTURE PLANS

In the current financial year, the School will review its strategic priorities and, under the leadership of James Priory, the Headmaster, will aim to maintain or improve performance across all eleven priority and policy areas identified in the School's strategy:

- Academic;
- Co-curricular;
- Pastoral;
- Social Responsibility;
- Staff;
- Facilities;
- Bursaries and Scholarships;
- Partnerships;
- Fundraising and Financial Management;
- Marketing and Admissions; and
- Supporting the development of the staff and pupils at The New Beacon.

ACCOUNTING AND REPORTING RESPONSIBILITIES

Statement of Governors' responsibilities – Charitable Company

The Governors (who are also the Trustees and Directors of Tonbridge School for the purposes of company law) are responsible for preparing the Directors' and Governors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Governors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charitable Company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the Group for that period. In preparing these financial statements, the Governors are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP (FRS102);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Governors are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charitable Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Governors are aware:

- There is no relevant audit information of which the Charitable Company's Auditor is unaware; and
- Each Governor has taken all the steps that they ought to have taken as a Governor to make themselves aware of any relevant audit information and to establish that the Auditor is aware of that information.

DIRECTORS' AND GOVERNORS' REPORT

For the year ended 30 June 2023

Auditor

A resolution proposing that Saffery LLP be re-appointed as Auditor of the Charity will be put to the Annual General Meeting.

The Directors' and Governors' Report, which includes the Strategic Report on pages 8 to 30, was approved by the Governors on 21 February 2024 and signed on their behalf by:

MF Dobbs
Trustee – Tonbridge School

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS

For the year ended 30 June 2023

Opinion

We have audited the financial statements of Tonbridge School (the 'Parent Charitable Company') and its subsidiaries (the 'Group') for the year ended 30 June 2023 which comprise the Consolidated Statement of Financial Activities, Consolidated Summary Income and Expenditure Account, Balance Sheets, Consolidated Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the affairs of the Group and the Parent Charitable Company as at 30 June 2023 and of the Group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group and the Parent Charitable Company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Governors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group or the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Governors with respect to going concern are described in the relevant sections of this report.

Other information

The Governors are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditor's Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact.

We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS

For the year ended 30 June 2023

Other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Directors' and Governors' Report which includes the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' and Governors' Report which includes the Strategic Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Group and the Parent Charitable Company and their environment obtained in the course of the audit, we have not identified material misstatements in the Directors' and Governors' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the Parent Charitable Company, or returns adequate for our audit have not been received from branches not visited by us; or
- the Parent Charitable Company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Governors

As explained more fully in the Statement of Governors' Responsibilities set out on page 29, the Governors (who are also the Directors of the Charitable Company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Governors determine is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Governors are responsible for assessing the Group and Parent Charitable Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Governors either intend to liquidate the Group or the Parent Charitable Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditors under the Companies Act 2006 and report in accordance with regulations made under that Act.

Our objectives are to obtain reasonable assurance about whether the Group and Parent financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud are detailed below.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS

For the year ended 30 June 2023

Identifying and assessing risks related to irregularities:

We assessed the susceptibility of the Group and Parent Charitable Company's financial statements to material misstatement and how fraud might occur, including through discussions with the Governors, discussions within our audit team planning meeting, updating our record of internal controls and ensuring these controls operated as intended. We evaluated possible incentives and opportunities for fraudulent manipulation of the financial statements. We identified laws and regulations that are of significance in the context of the Group and Parent Charitable Company by discussions with Governors and updating our understanding of the sectors in which the Group and Parent Charitable Company operate.

Laws and regulations of direct significance in the context of the Group and Parent Charitable Company include The Companies Act 2006 and guidance issued by the Charity Commission for England and Wales.

Further the Group is subject to other laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the financial statements, through significant fine, litigation or restrictions on the Group's operations. We identified the most significant laws and regulations to be the Independent School Standards as found in the Education and Skills Act 2008 and guidance issued by the Department for Education.

Audit response to risks identified:

We considered the extent of compliance with these laws and regulations as part of our audit procedures on the related financial statement items including a review of financial statement disclosures. We reviewed the Parent Charitable Company's records of breaches of laws and regulations, minutes of meetings and correspondence with relevant authorities to identify potential material misstatements arising. We discussed the Parent Charitable Company's policies and procedures for compliance with laws and regulations with members of management responsible for compliance.

During the planning meeting with the audit team, the engagement partner drew attention to the key areas which might involve non-compliance with laws and regulations or fraud. We enquired of management whether they were aware of any instances of non-compliance with laws and regulations or knowledge of any actual, suspected or alleged fraud. We addressed the risk of fraud through management override of controls by testing the appropriateness of journal entries and identifying any significant transactions that were unusual or outside the normal course of business. We assessed whether judgements made in making accounting estimates gave rise to a possible indication of management bias. At the completion stage of the audit, the engagement partner's review included ensuring that the team had approached their work with appropriate professional scepticism and thus the capacity to identify non-compliance with laws and regulations and fraud.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditor's Report.

Use of our report

This report is made solely to the Parent Charitable Company's Members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Parent Charitable Company's Members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Parent Charitable Company and the Parent Charitable Company's Members as a body, for our audit work, for this report, or for the opinions we have formed.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS

For the year ended 30 June 2023

Cara Turtington
Senior Statutory Auditor
For and on behalf of Saffery LLP

Chartered Accountants
Statutory Auditors

71 Queen Victoria Street
London
EC4V 4BE

Date: 14 March 2024

Saffery LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 30 June 2023

	Note	Unrestricted Funds £	Restricted Funds £	Endowed Funds £	2023 Total £	2022 Total £
INCOME						
Income from charitable activities						
School fees receivable	3	36,156,496	0	0	36,156,496	34,864,563
Other income	4	1,551,353	0	0	1,551,353	1,539,976
Other trading activities						
Trading income	5	2,882,434	0	0	2,882,434	2,383,338
Other commercial income	5	4,579	0	0	4,579	4,583
Investments						
Investment income	6	0	120,592	0	120,592	73,752
Bank and other interest	7	106,704	6,852	0	113,556	7,898
Donations and legacies						
Grants and donations	8	1,624,810	968,894	0	2,593,704	11,203,310
Total income		42,326,376	1,096,338	0	43,422,714	50,077,420
EXPENDITURE						
Costs of raising funds						
Trading expenditure	9	1,063,625	0	0	1,063,625	921,443
Other income-generating activities		344,441	0	0	344,441	276,428
Financing costs	10	(297,063)	0	0	(297,063)	(368,554)
Investment management		0	27,449	5,264	32,713	30,397
Fundraising and development		628,166	0	0	628,166	674,209
		1,739,169	27,449	5,264	1,771,882	1,533,923
Charitable activities						
Education and grant making	9	39,633,197	4,400	0	39,637,597	36,233,460
Total expenditure		41,372,366	31,849	5,264	41,409,479	37,767,383
Net income before transfers and investment gains/(losses)		954,010	1,064,489	(5,264)	2,013,235	12,310,037
Realised investment gains/(losses)		0	(7,883)	605	(7,278)	41,548
Unrealised investment gains/(losses)		0	41,107	18,269	59,376	(248,614)
Net income for the year		954,010	1,097,713	13,610	2,065,333	12,102,971
Actuarial gains/(losses) on pension scheme						
		198,051	0	0	198,051	304,253
		1,152,061	1,097,713	13,610	2,263,384	12,407,224
Transfers between funds	20	389,240	(389,240)	0	0	0
NET MOVEMENT IN FUNDS		1,541,301	708,473	13,610	2,263,384	12,407,224

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 30 June 2023

	Unrestricted Funds £	Restricted Funds £	Endowed Funds £	2023 Total £	2022 Total £
NET MOVEMENT IN FUNDS (brought forward)	1,541,301	708,473	13,610	2,263,384	12,407,224
Fund balances brought forward at 1 July 2022	40,333,177	4,720,271	504,320	45,557,768	33,150,544
Fund balances carried forward at 30 June 2023	41,874,478	5,428,744	517,930	47,821,152	45,557,768

The notes on pages 40 to 75 form part of these financial statements.

CONSOLIDATED SUMMARY INCOME AND EXPENDITURE ACCOUNT

For the year ended 30 June 2023

	2023 £	2022 £
Gross income	43,422,714	50,077,420
Total expenditure	(41,404,215)	(37,763,381)
Realised investment gains/(losses)	(7,883)	36,280
Unrealised investment gains/(losses)	41,107	(217,745)
Net income for Companies Act purposes	2,051,723	12,132,574

This information has been derived from the Statement of Financial Activities on pages 35 to 36.

The notes on pages 40 to 75 form part of these financial statements.

BALANCE SHEETS

As at 30 June 2023

Company Registration Number 04787097		Group 2023	Group 2022	School 2023	School 2022
	Note	£	£	£	£
FIXED ASSETS					
Tangible assets	12	45,034,166	44,630,174	45,026,447	44,619,881
Investments	13	7,239,820	5,702,513	4,408,878	3,578,623
Investments in subsidiary	14	0	0	355,000	355,000
		<u>52,273,986</u>	<u>50,332,687</u>	<u>49,790,325</u>	<u>48,553,504</u>
CURRENTS ASSETS					
Stock	15	292,046	276,389	50,729	53,531
Debtors	16	3,318,060	2,215,867	4,218,702	2,819,750
Cash and deposits		<u>17,903,007</u>	<u>19,830,807</u>	<u>14,377,460</u>	<u>16,787,950</u>
		<u>21,513,113</u>	<u>22,323,063</u>	<u>18,646,891</u>	<u>19,661,231</u>
CURRENT LIABILITIES					
Creditors payable within one year	17	(7,213,650)	(7,494,444)	(6,937,473)	(7,198,754)
		<u>14,299,463</u>	<u>14,828,619</u>	<u>11,709,418</u>	<u>12,462,477</u>
NET CURRENT ASSETS					
		<u>66,573,449</u>	<u>65,161,306</u>	<u>61,499,743</u>	<u>61,015,981</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
LONG-TERM LIABILITIES					
Creditors payable after one year	17	(16,837,942)	(17,330,575)	(16,837,942)	(17,330,575)
NET ASSETS BEFORE PROVISIONS					
		<u>49,735,507</u>	<u>47,830,731</u>	<u>44,661,801</u>	<u>43,685,406</u>
Defined Benefit Pension Scheme Liability		(1,914,355)	(2,272,963)	(1,914,355)	(2,272,963)
NET ASSETS					
		<u>47,821,152</u>	<u>45,557,768</u>	<u>42,747,446</u>	<u>41,412,443</u>
REPRESENTED BY:					
Endowed Funds	19	517,930	504,320	0	0
Restricted Funds	19	5,428,744	4,720,271	2,680,285	2,683,482
Unrestricted Funds	19	41,874,478	40,333,177	40,067,161	38,728,961
TOTAL FUNDS					
		<u>47,821,152</u>	<u>45,557,768</u>	<u>42,747,446</u>	<u>41,412,443</u>

The notes on pages 40 to 75 form part of these financial statements.

No separate charity only Statement of Financial Activities has been prepared by the Charity as permitted by section 408 of the Companies Act 2006. The Charity's total income for the year was £41,552,027 (2022: £48,548,867) and the net income / (expenditure) for the year was £1,335,003 (2022: £11,878,480).

The financial statements on pages 35 to 75 were approved by the board on the 21 February 2024 and were signed on its behalf by:

MF Dobbs
Trustee - Tonbridge School

CONSOLIDATED CASH FLOW STATEMENT

For the year ended 30 June 2023

Group	Note	2023 £	2022 £
NET CASHFLOW FROM OPERATING ACTIVITIES	21	3,166,035	2,895,669
Cash transferred on merger with The New Beacon	8	0	3,192,813
CASHFLOWS FROM INVESTING ACTIVITIES			
Investment income		120,592	73,752
Interest received		94,114	6,076
		<u>214,706</u>	<u>79,828</u>
Capital expenditure and financial investment			
Purchase of tangible fixed assets	12	(2,335,661)	(453,069)
Purchase of investments	13	(4,556,244)	(4,197,756)
Sale of investments		3,071,035	4,042,609
Net cash used in investment activities		<u>(3,606,164)</u>	<u>(528,388)</u>
Financing			
Increase in bank borrowing & other loans	23	138,343	2,700,000
Decrease in finance lease agreements	23	(222,198)	(174,127)
Capital element of loan repayment	23	(1,403,816)	(3,447,047)
Net cash used in financing activities		<u>(1,487,671)</u>	<u>(921,174)</u>
(DECREASE) / INCREASE IN CASH IN THE YEAR	22	<u>(1,927,800)</u>	<u>4,638,920</u>
CASH AND CASH EQUIVALENTS AT THE START OF THE YEAR		19,830,807	15,191,887
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR		<u>17,903,007</u>	<u>19,830,807</u>
ANALYSIS OF CASH AND CASH EQUIVALENTS			
Cash in hand		13,896,728	19,117,141
Notice deposits (less than 3 months)		4,006,279	713,666
		<u>17,903,007</u>	<u>19,830,807</u>

The notes on pages 40 to 75 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

1. Accounting policies

- 1.1 General:** The Charity is a public benefit entity as defined by FRS102. The financial statements have been prepared under the Companies Act 2006 and in accordance with the Charities Statement of Recommended Practice "Charities SORP (FRS102)" and Financial Reporting Standard 102. These financial statements are prepared on the historical cost accounting basis except that investment assets are carried at market value.

Having reviewed the funding facilities available to the Charity together with the expected ongoing demand for places and the Charity's future projected cash flows, the Governors have a reasonable expectation that the Charity has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Accounting and Reporting Responsibilities on page 29.

The accounts present the Consolidated Statement of Financial Activities (SOFA), the Consolidated Cash Flow Statement and the Consolidated and Charity Balance Sheets, comprising the consolidation of the School with its wholly owned subsidiaries Tonbridge Services Limited and Tonbridge School Foundation.

- 1.2 Fees and similar earned income:** Fees receivable and charges for services and use of premises are accounted for in the period in which the service is provided. Fees receivable consist of charges for the School year ending July, less bursaries, scholarships and other remissions.
- 1.3 Investments and investment income:** Investments are held in the balance sheet at their market value. Investment income is accounted for in the period in which the Charity is entitled to receipt.
- 1.4 Donations and legacies:** Voluntary incoming resources are accounted for as and when entitlement arises, the amount can be reasonably quantified and the economic benefit to the Charity is considered probable.

Voluntary income for the Charity's general purposes is accounted for as unrestricted and is credited to the General Reserve. Where the donor or an appeal has imposed trust law restrictions, voluntary income is credited to the relevant restricted fund and incoming endowments are accounted for as permanent trust capital or expendable trust capital, according to whether the donor intends retention is to be permanent or not. Gifts in kind of value is at estimated market value at the date of the gift, in the case of assets for potential consumption, or at the value to the Charity in the case of donated services or facilities.

- 1.5 Expenditure:** Expenditure is accrued as soon as a liability is considered probable, discounted to present value for longer-term liabilities. Expenditure attributable to more than one cost category in the SOFA is apportioned to them on the basis of the estimated amount attributable to each activity in the year, either by reference to staff time or the use made of the underlying assets, as appropriate. Irrecoverable VAT is included with the item of expenditure to which it relates.

Grants awarded are expensed as soon as they become a legal or operational commitment. Governance costs comprise the costs of complying with constitutional and statutory requirements. Intra-group sales and charges between the Charity and its subsidiaries are excluded from trading income and expenditure.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

- 1.6 Operating leases:** Rentals payable are charged on a time basis over the lease term.
- 1.7 Finance leases and hire purchase agreements:** Assets purchased under finance lease and hire purchase agreements are capitalised as fixed assets. Obligations under such agreements are included in creditors. The difference between the capitalised costs and the total obligation under the agreement represents the finance charge. The finance charge is written-off to the SOFA over the period of the agreement to produce a constant periodic rate of charge.
- 1.8 Tangible fixed assets:** Items are only capitalised where they cost more than £25,000 and have on-going value-in-use. Items under £25,000 are not capitalised but are written off to the SOFA in the year of purchase. Other expenditure on equipment incurred in the normal day-to-day running of the Charity and its subsidiaries is charged to the SOFA as incurred.
- 1.9 Depreciation:** Depreciation is provided to write off the cost of all relevant tangible fixed assets at rates calculated to write off the cost less estimated residual value of each asset over its use expected useful life on a straight-line basis as follows:
- School buildings: 2% to 6.67% p. a.
Furniture & equipment: 20% to 33.3% p. a.
Motor vehicles: 20% to 33.3% p. a.
- 1.10 Investments:** Listed investments are valued at market value as at the balance sheet date. Unrealised gains and losses arising on the revaluation of investments are credited or charged to the SOFA and are allocated to the appropriate Fund according to the ownership of the underlying assets.
- 1.11 Stock:** Stock represents goods for resale and is valued at the lower of cost and net realisable value.
- 1.12 Fund accounting:** Donations received by the Charity and its subsidiaries are accounted for as unrestricted or restricted income, or as endowment capital, in accordance with the terms of trust imposed by the donors or any appeal to which they may have responded. Endowment funds are further subdivided into permanent and expendable.

Unrestricted income belongs to the Charity's corporate reserves, spendable at the discretion of the Governors either to further the Charities Objects or to benefit the Charity itself. Where the Governors decide to set aside any part of these funds to be used in future, for a specific purpose, this is accounted for by transfer to the appropriate designated fund.

Restricted income comprises gifts, legacies and grants where there is no capital retention obligation or power but only a trust law restriction for some specific purpose intended by the donor.

Permanent endowment arises where a donor intends the gift to be retained permanently for use by the Charity.

Endowment funds are accounted for similarly, except that all capital can be converted into income for spending either at the Governors' own discretion or else upon the happening of some event contemplated by the donor

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

- 1.13 Pension schemes:** The Charity contributes to the Teachers' Pension Scheme (TPS) for teaching staff, and to both The Independent Schools' Pension Scheme (ISPEN) and a defined contribution scheme for non-teaching staff (Note 26). The pension costs charged in the SOFA are determined as follows:
- (i) The Teachers' Pension Scheme:** this scheme is a multi-employer pension scheme. It is not possible to identify the Charity's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS102, the Charity accounts for the scheme as if it were a defined contribution scheme. The Charity's contributions which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.
 - (ii) The Independent Schools' Pension Scheme (ISPS):** this is an occupational defined benefit scheme. The defined benefit pension scheme current service costs are charged to the SOFA within staff costs. The expected return on the scheme assets less the scheme interest costs are credited within other interest. The scheme actuarial gains and losses are recognised immediately as other recognised gains and losses. The defined benefit scheme assets are measured at fair value at the balance sheet date. Scheme liabilities are measured on an actuarial basis at the balance sheet date using the projected unit method and discounted at a rate equivalent to the current rate of turn on a high quality corporate bond equivalent term to the scheme liabilities. The resulting defined benefit asset or liability is presented separately after other net assets on the face of the balance sheet.
 - (iii) Group's Pension scheme:** this scheme was open to all works, grounds, catering and other support staff after three months service, but was closed to new members following the implementation of Auto enrolment on 1 January 2014. Existing members as at that date were able to remain within the scheme. It is a defined contributions scheme with an employer contribution rate of 7%.
- 1.14 Fees in Advance Scheme:** The School offers the parents the opportunity to pay for up to five years' fees in advance. The amount received is invested and interest is accrued. This is treated as deferred income until the pupil joins the School whereupon the fees for each School term are charged against the remaining balance and taken to income. Any shortfall is treated as a deduction from School fee income and any excess may be treated as additional School income (Note 18).
- 1.15 Financial instruments:** The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial assets are recognised in the Charity's statement of financial position when the Charity becomes party to the contractual provisions of the instrument.

Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

1.15 Financial instruments (continued)

Classification of financial assets

- (i) **Basic financial assets:** Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Other financial assets classified as fair value through the SOFA are measured at fair value.
- (ii) **Other financial assets:** Trade debtors, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'. Loans and receivables are measured at amortised cost using the effective interest method, less any impairment.

Interest is recognised by applying the effective interest rate, except for short-term receivables when the recognition of interest would be immaterial. The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating the interest income over the relevant period.

The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the debt instrument to the net carrying amount on initial recognition.

- (iii) **Impairment of financial assets:** Financial assets, other than those held at fair value through the SOFA, are assessed for indicators of impairment at each balance sheet date. Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in the SOFA.
- (iv) **Derecognition of financial assets:** Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when the Charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

Classification of financial liabilities

- (i) **Basic financial liabilities:** Basic financial liabilities are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Other financial liabilities classified as fair value through the SOFA are measured at fair value.
- (ii) **Other financial liabilities:** Other financial liabilities are initially measured at fair value, net of transaction costs. They are subsequently measured at amortised cost using the effective interest method, with interest expenses recognised on an effective yield basis.

The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

Classification of financial liabilities (continued)

that exactly discounts estimated future cash payments through the expected life of the financial liability to the net carrying amount on initial recognition.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the Charity after deducting all of its liabilities.

- (iii) **Derecognition of financial liabilities:** Financial liabilities are derecognised when, and only when, the Charity's obligations are discharged, cancelled, or they expire.

2 Critical accounting judgements and key sources of estimation uncertainty

In the application of the Charity's accounting policies, the Governors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and assumptions are based on historical experience and other factors that are relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Critical judgements in applying the Charity's accounting policies

There are no critical accounting judgements in 2023 or 2022.

Critical accounting estimates and assumptions

Defined benefit pension schemes: The Charity has an obligation to pay pension benefits to certain employees. The cost of these benefits and the present value of the obligation depend on a number of factors, including life expectancy, asset valuations and discount rate on corporate bonds. Management estimates these factors in determining the net pension liability in the Balance Sheet. The assumptions reflect the historical experience and current trends. The valuation is particularly sensitive to the impact of the discount rate on the schemes' liabilities. See Notes 26 and 27 for the disclosures relating to the defined benefit schemes.

3 Charitable Activities – Fees Receivable

School fees receivable consist of:

	2023 £	2022 £
Tonbridge School		
Gross tuition fees	33,363,369	32,160,066
Less: total bursaries, scholarships and other subsidies and discounts	(2,574,081)	(2,362,616)
	<u>30,789,288</u>	<u>29,797,450</u>
The New Beacon		
Gross tuition and nursery fees	5,584,200	5,190,854
Less: total bursaries, scholarships and other subsidies and discounts	(216,992)	(123,741)
	<u>5,367,208</u>	<u>5,067,113</u>
	<u>36,156,496</u>	<u>34,864,563</u>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

4 Charitable Activities – Other income

	2023	2022
	£	£
Music fees	301,636	291,898
Admissions fees	409,171	521,553
Registration and deposits forfeited	167,750	154,000
Term-time courses and Sports Academies fees	452,780	415,067
Commissions, rentals and other income	220,016	157,458
	1,551,353	1,539,976

5 Trading Income

	2023	2022
	£	£
Tonbridge Services Limited	2,882,434	2,383,338
Other income generating activities	£	£
Other income	4,579	4,583

5.1 Tonbridge Services Limited

The School owns the whole of the ordinary share capital, consisting of 335,000 ordinary shares of £1 each, of Tonbridge Services Limited, which carries out the commercial activities of the School. The subsidiary donates its taxable profits to the School each year by gift aid. Its trading results for the year, as extracted from the audited financial statements, are summarised below. The registered office of this entry is the same as for the School.

Tonbridge Services Limited	2023	2022
	£	£
Turnover	3,007,430	2,487,726
Cost of Sales	(1,791,397)	(1,612,334)
Gross profit	1,216,033	875,392
Distribution and Administration	(414,572)	(345,609)
Operating profit	801,461	529,783
Interest receivable	0	0
Profit on ordinary activities	801,461	529,783
Gift aid to parent company	(801,461)	(529,783)
	Nil	Nil

Turnover includes £124,996 (2022: £104,388) in relation to goods supplied to the School.

Cost of Sales and Distribution and Administration includes £1,142,344 (2022: £1,036,500) in relation to purchases from the School.

Audit fees of £10,200 (2022: £7,437) are included in Distribution and Administration.

Details of the subsidiary's balance sheet are given in Note 19.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

5 Trading Income

5.2 The Tonbridge School Foundation

The School acts as sole trustee to Tonbridge School Foundation (TSF), Charity Number 1099162, which is a subsidiary by nature of this relationship. TSF's principal activity is the advancement of education by the provision of grants, services and other resources (including support by any charitable means) to Tonbridge School. Its results for the year, as extracted from the audited financial statements, are summarised below. The registered office of this entity is the same as for the School.

	2023 £	2022 £
Income		
Donations	1,235,805	1,002,248
Bank interest	9,757	1,657
Investment income	60,751	24,412
Total income	1,306,313	1,028,317
Expenditure		
<i>Cost of raising funds</i>		
Fundraising for voluntary resources	17,655	54,411
	17,655	54,411
<i>Charitable activities</i>		
Grant making	405,980	384,273
Total expenditure	423,635	438,684
Net income/(expenditure) before investment gains	882,678	589,633
Realised & unrealised investment (losses) / gains	45,703	(60,899)
Net income	928,381	528,734

Charitable expenditure includes £394,400 (2022: £372,813) in respect of grants and scholarship funding payable to Tonbridge School.

Details of the subsidiary's balance sheet are given in Note 19.

6 Investment Income

Group	2023 £	2022 £
Equities	34,318	32,295
Fixed interest	86,274	41,457
	120,592	73,752

All investment income is attributable to Restricted Funds for both the current and previous financial year.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

7 Bank and other interest

Group	Unrestricted £	Restricted £	Endowed £	Total 2023 £	Total 2022 £
Interest received	106,704	6,852	0	113,556	7,898

Year ended 30 June 2022

Group	Unrestricted £	Restricted £	Endowed £	2022 £
Interest received	6,883	1,015	0	7,898

8 Grants and donations receivable

Group	Unrestricted £	Restricted £	Endowed £	Total 2023 £	Total 2022 £
Donations from the Sir Andrew Judd Foundation	1,973,119	0	0	1,973,119	1,622,816
Allocated to Bursary Funding	(625,000)			(625,000)	(625,000)
	1,348,119	0	0	1,348,119	997,816
Donation on Merger with The New Beacon School	0	0	0	0	9,159,038
Development & other donations	273,691	968,894	0	1,242,585	1,025,456
Local & Central Government Funding	3,000	0	0	3,000	21,000
	<u>1,624,810</u>	<u>968,894</u>	<u>0</u>	<u>2,593,704</u>	<u>11,203,310</u>

8.1 Charitable acquisition donation – The New Beacon Educational Trust Limited

At 31 August 2021 the whole of the assets and liabilities of The New Beacon Educational Trust Limited were transferred to Tonbridge School Limited. From that date the New Beacon School was operated as a division of Tonbridge School. A summary of the assets and liabilities that transferred to Tonbridge School as a charitable acquisition donation are as noted below.

	Total 2022 £
Fixed assets (Note 12)	9,513,803
Cash at bank and on deposit (Cash Flow Statement, page 39)	3,192,813
Other current assets	144,789
Current liabilities	(919,599)
Long term liabilities	(2,693,693)
Defined benefit pension liability	(79,075)
	<u>9,159,038</u>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

8 Grants and donations receivable - continued

Year ended 30 June 2022

Group	Unrestricted £	Restricted £	Endowed £	2022 £
Donations from the Sir Andrew Judd Foundation	1,622,816	0	0	1,622,816
Allocated to Bursary Funding	(625,000)			(625,000)
	997,816	0	0	997,816
Donation on Merger with The New Beacon School	9,159,038	0	0	9,159,038
Development & other donations	152,363	873,093	0	1,025,456
Local & Central Government Funding	21,000	0	0	21,000
	10,330,217	873,093	0	11,203,310

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

9 Analysis of total expenditure

Group	Direct Costs £	Indirect Costs £	Total 2023 £	Total 2022 £
Cost of generating funds:				
Trading expenditure	1,063,625	0	1,063,625	921,443
Other income generating activities	299,169	45,272	344,441	276,428
Financing costs (note 10)	(297,063)	0	(297,063)	(368,554)
Investment management (from Restricted Funds)	32,713	0	32,713	30,397
Fundraising and development (2022: £38,800 from Restricted Funds)	528,480	99,686	628,166	674,209
Total costs of generating funds	1,626,924	144,958	1,771,882	1,533,923
Charitable expenditure:				
Teaching	19,303,953	1,362,270	20,666,223	19,141,783
Term-time courses and Sports Academies	431,750	52,767	484,517	504,905
Communications and Admissions	556,844	24,025	580,869	477,167
Welfare	5,171,135	455,045	5,626,180	5,306,019
Premises	10,502,873	1,414,739	11,917,612	10,453,186
Governance	11,580	346,216	357,796	341,150
Grant and awards	4,400	0	4,400	9,250
Total charitable expenditure	35,982,535	3,655,062	39,637,597	36,233,460
Total expenditure	37,609,459	3,800,020	41,409,479	37,767,383

Unless stated otherwise, all expenditure is met from Unrestricted Funds.

Year ended 30 June 2022

Group	Direct Costs £	Indirect Costs £	Total 2022 £
Cost of generating funds:			
Trading expenditure	921,443	0	921,443
Other income generating activities	234,107	42,321	276,428
Financing costs (note 10)	(368,554)	0	(368,554)
Investment management (from Restricted Funds)	30,397	0	30,397
Fundraising and development (£38,800 from Restricted Funds)	580,669	93,540	674,209
Total costs of generating funds	1,398,062	135,861	1,533,923
Charitable expenditure:			
Teaching	17,721,710	1,420,073	19,141,783
Term-time courses and Sports Academies	459,330	45,575	504,905
Communications and Admissions	454,186	22,981	477,167
Welfare	4,686,231	619,788	5,306,019
Premises	9,515,997	937,189	10,453,186
Governance	11,460	329,690	341,150
Grant and awards	9,250	0	9,250
Total charitable expenditure	32,858,164	3,375,296	36,233,460
Total expenditure	34,256,226	3,511,157	37,767,383

Unless stated otherwise, all expenditure is met from Unrestricted Funds.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

9.1 Grants and awards

	2023 £	2022 £
Prizes and leaving awards	<u>4,400</u>	<u>9,250</u>

9.2 Audit fees included in governance costs

	£	£
Remuneration paid to auditor for audit services	60,344	63,397
For other services	5,560	12,232
	<u>65,904</u>	<u>75,629</u>

9.3 Finance costs included in charitable expenditure

	2023 £	2022 £
Bank loan interest and finance charges paid	<u>1,040,951</u>	<u>393,504</u>

10. Finance and other costs

	2023 £	2022 £
Group		
Financial swap interest liability movement	(376,171)	(392,093)
Defined benefit salary scheme interest charge	79,108	23,539
	<u>(297,063)</u>	<u>(368,554)</u>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

11. Staff costs

	2023 £	2022 £
Total staff costs comprise:		
Wages and Salaries	20,207,493	18,556,984
Social Security costs	2,027,599	1,827,580
Pension contributions	2,543,829	2,502,387
Defined benefit pension scheme amendments to contributions schedule	0	574,628
Other costs	244,808	197,816
	25,023,729	23,659,395

The Governors received no remuneration during the year (2022: £ Nil).

No expenses or travel costs were reimbursed to Governors during the year (2022: £ Nil).

	2023 £	2022 £
Aggregate employee benefits of key management personnel	1,398,218	1,362,922

Group

	2023 Number	2022 Number
The number of employees whose emoluments exceeded £60,000 were:		
£60,001 to £70,000	27	24
£70,001 to £80,000	24	24
£80,001 to £90,000	13	13
£90,001 to £100,000	7	3
£100,001 to £110,000	1	1
£130,001 To £140,000	0	1
£150,001 To £160,000	1	0
£160,001 to £170,000	0	1
£180,001 to £190,000	1	0
£230,001 to £240,000	0	1
£280,001 to £290,000	1	0

Contributions were made to the Teachers' Pension Scheme (defined benefit) and the Independent Schools' Pension Scheme (defined benefit and defined contribution structures) for 75 (2022: 68) higher paid employees. The total amount paid on behalf of these employees was £1,163,264 (2022: £1,127,853).

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

11. Staff costs (Continued)

Group

	2023 Number	2022 Number
The average number of employees in the year was:		
Cost of generating funds	30	30
Welfare	239	230
Teaching	180	174
Term-time courses & Sports Academies	26	26
Classroom support	173	161
Premises	93	92
Management and administration	30	28
	<u>771</u>	<u>741</u>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

12. Tangible Fixed Assets

Group	School Land & Buildings £	Leasehold Improvements £	Vehicles & Equipment £	Assets in Construction £	Total £
Cost					
At 1 July 2022	10,269,534	45,724,103	3,464,336	128,682	59,586,655
Additions	0	0	357,646	1,978,015	2,335,661
Transfers	0	0	0	0	0
Disposals	0	0	(567,603)	0	(567,603)
At 30 June 2023	10,269,534	45,724,103	3,254,379	2,106,697	61,354,713
Depreciation					
At 1 July 2022	565,261	11,853,189	2,538,031	0	14,956,481
Charge for the year	205,390	1,219,439	506,840	0	1,931,669
Disposals	0	0	(567,603)	0	(567,603)
At 30 June 2023	770,651	13,072,628	2,477,268	0	16,320,547
Net book value					
At 30 June 2023	9,498,883	32,651,475	777,111	2,106,697	45,034,166
At 30 June 2022	9,704,273	33,870,914	926,305	128,682	44,630,174

Tangible fixed assets

School	School Land & Buildings £	Leasehold Improvements £	Vehicles & Equipment £	Assets in Construction £	Total £
Cost					
At 1 July 2022	10,269,534	45,724,103	3,318,437	128,682	59,440,756
Additions	0	0	357,646	1,978,015	2,335,661
Transfers	0	0	0	0	0
Disposals	0	0	(567,603)	0	(567,603)
At 30 June 2023	10,269,534	45,724,103	3,108,480	2,106,697	61,208,814
Depreciation					
At 1 July 2022	565,261	11,853,189	2,402,425	0	14,820,875
Charge for the year	205,390	1,219,439	504,266	0	1,929,095
Disposals	0	0	(567,603)	0	(567,603)
At 30 June 2023	770,651	13,072,628	2,339,088	0	16,182,367
Net book value					
At 30 June 2023	9,498,883	32,651,475	769,392	2,106,697	45,026,447
At 30 June 2022	9,704,273	33,870,914	916,012	128,682	44,619,881

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

12. Tangible Fixed Assets (continued)

Leasehold Improvements for both the Group and School includes staff accommodation, sports astro pitches and The Tonbridge Centre for Sports and Media units. These assets are built on land owned by the connected undertaking, the Sir Andrew Judd Foundation, which leases the land to the School on a 20-year lease which expired in 2023. The School and the Sir Andrew Judd Foundation have agreed terms for a lease extension for the period to 2091, and it is anticipated that this will be signed in due course. The School's depreciation policy is to depreciate assets over their estimated useful economic life rather than the length of the lease.

All fixed assets are used for charitable purposes.

Assets held under finance lease/HP agreements (for both Group and School)

	2023 £	2022 £
Cost	433,908	817,272
Accumulated depreciation	(241,052)	(553,583)
Net book value at 30 June 2023	192,856	263,689

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

13. Fixed assets investments

Group	2023 Unrestricted £	2023 Restricted £	2023 Endowed £	2023 Total £
Market value 1 July 2022	909,136	4,289,057	504,320	5,702,513
Acquisitions at cost	1,476,514	2,666,319	413,411	4,556,244
Disposals at opening book value	(650,772)	(2,009,471)	(418,070)	(3,078,313)
Increase in value of investments	0	41,107	18,269	59,376
Market value at 30 June 2023	1,734,878	4,987,012	517,930	7,239,820
Invested in:	£	£	£	£
UK fixed interest	0	495,887	19,168	515,055
Overseas fixed interest	0	1,041,894	122,838	1,164,732
UK equities	0	1,615,404	224,006	1,839,410
Overseas equities	0	710,157	103,947	814,104
Alternate investment property	0	284,452	47,971	332,423
Alternate investment unclassified	0	199,243	0	199,243
Cash deposits	1,734,878	639,975	0	2,374,853
Market value at 30 June 2023	1,734,878	4,987,012	517,930	7,239,820
Historical cost 30 June 2023	1,734,878	4,900,066	501,760	7,136,704
School	2023 Unrestricted £	2023 Restricted £	2023 Total £	
Market value 1 July 2022	909,136	2,669,487	3,578,623	
Acquisitions at cost	1,476,514	1,338,692	2,815,206	
Disposals at opening book value	(650,772)	(1,349,316)	(2,000,088)	
Increase in value of investments	0	15,137	15,137	
Market value at 30 June 2023	1,734,878	2,674,000	4,408,878	
Invested in:	£	£	£	
UK fixed interest	0	433,968	433,968	
Overseas fixed interest	0	645,101	645,101	
UK equities	0	891,810	891,810	
Overseas equities	0	374,383	374,383	
Alternate investment property	0	129,495	129,495	
Alternate investment unclassified	0	199,243	199,243	
Cash deposits	1,734,878	0	1,734,878	
Market value at 30 June 2023	1,734,878	2,674,000	4,408,878	
Historical cost 30 June 2023	1,734,878	2,639,289	4,374,167	

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

14. Investment in subsidiaries – School

	School 2023 £	2022 £
Investment in Tonbridge Services Limited at cost	<u>355,000</u>	<u>355,000</u>

The School acquired 355,000 ordinary shares of £1 on the 30 of June 2003

15. Stock

	Group 2023 £	Group 2022 £	School 2023 £	School 2022 £
Stock of goods for resale	241,317	222,858	0	0
Other	50,729	53,531	50,729	53,531
	<u>292,046</u>	<u>276,389</u>	<u>50,729</u>	<u>53,531</u>

16. Debtors

	Group 2023 £	Group 2022 £	School 2023 £	School 2022 £
Trade debtors	1,806,946	1,174,757	1,915,393	1,180,256
Other debtors	143,273	81,878	129,376	74,983
Fair value of interest rate swap	587,687	354,419	587,687	354,419
Prepayments & accrued income	780,154	604,813	456,804	370,508
Amounts due from subsidiary undertakings	0	0	1,129,442	839,584
	<u>3,318,060</u>	<u>2,215,867</u>	<u>4,218,702</u>	<u>2,819,750</u>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

17. Creditors

Amounts payable within one year:

	Group 2023 £	Group 2022 £	School 2023 £	School 2022 £
Bank loans & overdrafts	1,216,884	1,421,625	1,216,884	1,421,625
Deposits from parents	51,480	235,650	51,480	235,650
Trade creditors	2,036,272	2,222,642	2,018,859	2,187,805
Taxation and social security	647,210	610,029	645,700	587,433
Other creditors	819,284	809,160	801,790	785,544
Sir Andrew Judd Foundation (Development Loan)	500,000	0	500,000	0
Obligations under finance leases	97,104	181,313	97,104	181,313
Fees in Advance Scheme	578,291	650,242	578,291	650,242
Accruals and deferred income	1,267,125	1,363,783	1,027,365	1,149,142
	7,213,650	7,494,444	6,937,473	7,198,754

Amounts payable after one year:

	Group & School 2023 £	Group & School 2022 £
Bank loans & overdrafts	6,836,207	8,035,282
Deposits from parents	1,267,181	959,316
Fair value of interest rate swap	0	0
Sir Andrew Judd Foundation (Development Loan)	7,500,000	8,000,000
Obligations under finance leases	78,130	77,776
Fees in Advance Scheme	1,156,424	258,201
	16,837,942	17,330,575

During the year, the School maintained loan funding against existing loan facilities as follows:

- Sir Andrew Judd Foundation Development Loan (£8,000,000): repayable by instalments commencing 2023/2024 with interest payable at the rate of 7.0% p.a. for the year under review.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

17. Creditors (continued)

Bank loan liabilities are repayable as follows:

	Group & School 2023 £	Group & School 2022 £
After five years	0	1,088,015
Within two to five years	6,836,207	6,947,267
Within one year	1,216,884	1,421,625
	8,053,091	9,456,907

All obligations under finance leases will be repaid within five years.

In February 2016 the School converted a credit facility with HSBC Bank Plc into an unsecured term loan. The total loan advanced was £3,750,000 at an interest rate of 1.95% above HSBC's published base rate. The total balance outstanding as at the year-end was £352,895.

In February 2021 the School converted a credit facility with HSBC Bank Plc into an unsecured loan. The total loan advanced was £3,000,000 at an interest rate of 1.95% above HSBC's published base rate. The total balance outstanding as at the year-end was £1,160,843.

During the year the School maintained a loan facility with HSBC Bank Plc for £4,000,000 at an interest rate of 1.95% above HSBC's published base rate. The total balance outstanding at the year-end was £4,000,000.

During the year the School maintained a loan facility with HSBC Bank Plc for £2,700,000 at an interest rate of 1.95% above HSBC's published base rate. The balance outstanding at the year-end was £2,539,353.

18. Fees in advance scheme

Parents may enter into a contract to pay the School in advance for fixed contributions towards School fees for up to five years. The money advanced is invested in UK government securities and deposits maturing in the relevant academic years.

A charge is made against the income generated on these securities and bank deposits in the Statement of Financial Activities, reflecting the element of investment income that is chargeable against fees payable in-year. The scheme's liability to meet future fees payable, net of investment income due for future periods, is recorded in the Balance Sheet under "Creditors".

At appropriate intervals the assets and liabilities of the scheme are compared. If there is a sufficient surplus in the scheme, the Governors may transfer part of such surplus from the scheme into general funds.

The money may be returned, subject to specific conditions, on the receipt of notice. Assuming pupils will remain in the School, fees in advance will be applied as follows:

	Group & School 2023 £	Group & School 2022 £
After five years	162,044	0
Within two to five years	1,101,130	258,201
Within one year	578,291	650,242
	1,841,465	908,443

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

19 Allocation of net assets to funds – Group

	Fixed Assets	Investments	Other Net Assets/ (Liabilities)	Long Term (Liabilities/ Provisions)	2023 Total
	£	£	£	£	£
Unrestricted:					
School General Fund	35,627,209	0	10,786,508	(15,417,582)	30,996,135
TS Pension & Swap Liability Fund	0	0	587,687	(1,914,355)	(1,326,668)
The New Beacon General Fund	9,399,238	0	974,894	(263,936)	10,110,196
TNB Pension Liability Fund	0	0	0	0	0
Fees in Advance	0	1,734,878	(290,956)	(1,156,424)	287,498
Tonbridge Services Ltd	7,719	0	18,115	0	25,834
TSF General Fund	0	0	1,781,483	0	1,781,483
	<u>45,034,166</u>	<u>1,734,878</u>	<u>13,857,731</u>	<u>(18,752,297)</u>	<u>41,874,478</u>
Restricted:					
TSF Master plan Fund	0	0	31,285	0	31,285
TSF General Scholarship Fund	0	1,734,908	302,709	0	2,037,617
TSF Ton. School Centre Fund	0	0	1,223	0	1,223
TSF Barry Orchard Fund	0	0	0	0	0
TSF Ferox Hall Fund	0	0	0	0	0
TSF Hillside Fund	0	195,210	23,327	0	218,537
TSF Manor House Fund	0	0	5,271	0	5,271
TSF Park House Fund	0	99,506	16,361	0	115,867
TSF Parkside Fund	0	0	0	0	0
TSF School House Fund	0	0	0	0	0
TSF Welldon House Fund	0	0	0	0	0
TSF Smythe House Fund	0	0	0	0	0
TSF Tree Fund	0	0	4	0	4
TSF Media Centre Fund	0	0	15,219	0	15,219
TSF Rackets Court Fund	0	0	653	0	653
TSF Cricket Fund	0	0	29,749	0	29,749
TSF Hockey Fund	0	0	4,139	0	4,139
TSF Steinway Fund	0	0	175	0	175
TSF New Beacon Fund	0	6,257	0	0	6,257
TSF Billington Fund	0	277,131	5,332	0	282,463
General Prize Funds	0	67,878	2,432	0	70,310
General Sch. & Bursary Fund	0	1,911,789	2,309	0	1,914,098
Community Services Group	0	51,384	62	0	51,446
Computer Aided Design	0	0	705	0	705
Sir T Smythe's Edu. Found.	0	205,939	249	0	206,188
Henry Fisher's Edu. Found.	0	61,455	74	0	61,529
Bertha Morton Bequest	0	375,555	454	0	376,009
	<u>0</u>	<u>4,987,012</u>	<u>441,732</u>	<u>0</u>	<u>5,428,744</u>
Endowed:					
TSF Gen. Sch. Fund	0	190,570	0	0	190,570
TSF Barry Orchard Sch. Fund	0	192,359	0	0	192,359
TSF Hill Side Sch. Fund	0	135,001	0	0	135,001
	<u>0</u>	<u>517,930</u>	<u>0</u>	<u>0</u>	<u>517,930</u>
Total	45,034,166	7,239,820	14,299,463	(18,752,297)	47,821,152

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

19 Allocation of net assets to funds – continued

Included within endowed funds is a revaluation reserve with a balance of £16,170 (2022: £Nil) and within restricted funds a revaluation reserve with a balance of £86,946 (2022: £Nil). All reserves relate to the revaluation of investments.

School	Fixed Assets	Investments	Other Net Assets/ (Liabilities)	Long Term (Liabilities/ Provisions)	2023 Total
	£	£	£	£	£
Unrestricted:					
School General Fund	35,627,209	355,000	10,431,508	(15,417,582)	30,996,135
TS Pension & Swap Liability Fund	0	0	587,687	(1,914,355)	(1,326,668)
The New Beacon General Fund	9,399,238	0	974,894	(263,936)	10,110,196
TNB Pension Liability Fund	0	0	0	0	0
Fees in Advance	0	1,734,878	(290,956)	(1,156,424)	287,498
	<u>45,026,447</u>	<u>2,089,878</u>	<u>11,703,133</u>	<u>(18,752,297)</u>	<u>40,067,161</u>
Restricted:					
General Prize Funds	0	67,878	2,432	0	70,310
General Sch. & Bursary Fund	0	1,911,789	2,309	0	1,914,098
Community Services Group	0	51,384	62	0	51,446
Computer Aided Design	0	0	705	0	705
Sir T Smythe's Edu. Found.	0	205,939	249	0	206,188
Henry Fisher's Edu. Found.	0	61,455	74	0	61,529
Bertha Morton Bequest	0	375,555	454	0	376,009
	<u>0</u>	<u>2,674,000</u>	<u>6,285</u>	<u>0</u>	<u>2,680,285</u>
Total	<u>45,026,447</u>	<u>4,763,878</u>	<u>11,709,418</u>	<u>(18,752,297)</u>	<u>42,747,446</u>

Included within restricted funds a revaluation reserve with a balance of £34,711 (2022: £Nil). All reserves relate to the revaluation of investments.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

19 Allocation of net assets to funds - continued

Group as at 30 June 2022	Fixed Assets	Investments	Other Net Assets/ (Liabilities)	Long Term (Liabilities/ Provisions)	2022 Total
	£	£	£	£	£
Unrestricted:					
School General Fund	35,433,548	0	11,685,452	(16,866,874)	30,252,126
TS Pension & Swap Liability Fund	0	0	354,419	(2,209,764)	(1,855,345)
Development Fund	0	0	0	0	0
The New Beacon General Fund	9,186,333	0	1,162,426	(205,500)	10,143,259
TNB Pension Liability Fund	0	0	0	(63,199)	(63,199)
Fees in Advance	0	909,136	(398,815)	(258,201)	252,120
Tonbridge Services Ltd	10,293	0	15,541	0	25,834
TSF General Fund	0	0	1,578,382	0	1,578,382
	<u>44,630,174</u>	<u>909,136</u>	<u>14,397,405</u>	<u>(19,603,538)</u>	<u>40,333,177</u>
Restricted:					
TSF Master plan Fund	0	0	25,384	0	25,384
TSF General Scholarship Fund	0	1,052,649	278,413	0	1,331,062
TSF Ton. School Centre Fund	0	0	977	0	977
TSF Barry Orchard Fund	0	0	77	0	77
TSF Ferox Hall Fund	0	0	2	0	2
TSF Hillside Fund	0	189,336	22,404	0	211,740
TSF Manor House Fund	0	1,502	11,225	0	12,727
TSF Park House Fund	0	105,621	22,450	0	128,071
TSF Parkside Fund	0	0	0	0	0
TSF School House Fund	0	0	0	0	0
TSF Welldon House Fund	0	0	0	0	0
TSF Smythe House Fund	0	0	1,250	0	1,250
TSF Tree Fund	0	0	4	0	4
TSF Media Centre Fund	0	0	15,188	0	15,188
TSF Rackets Court Fund	0	0	627	0	627
TSF Cricket Fund	0	0	29,688	0	29,688
TSF Hockey Fund	0	0	4,176	0	4,176
TSF Steinway Fund	0	0	175	0	175
TSF Billington Fund	0	270,462	5,179	0	275,641
General Prize Funds	0	67,927	338	0	68,265
General Sch. & Bursary Fund	0	1,917,570	9,547	0	1,927,117
Community Services Group	0	50,312	250	0	50,562
Computer Aided Design	0	0	705	0	705
Sir T Smythe's Edu. Found.	0	201,638	1,004	0	202,642
Henry Fisher's Edu. Found.	0	60,171	300	0	60,471
Bertha Morton Bequest	0	371,869	1,851	0	373,720
	<u>0</u>	<u>4,289,057</u>	<u>431,214</u>	<u>0</u>	<u>4,720,271</u>
Endowed:					
TSF Gen. Sch. Fund	0	185,563	0	0	185,563
TSF Barry Orchard Sch. Fund	0	187,304	0	0	187,304
TSF Hill Side Sch. Fund	0	131,453	0	0	131,453
	<u>0</u>	<u>504,320</u>	<u>0</u>	<u>0</u>	<u>504,320</u>
Total	<u>44,630,174</u>	<u>5,702,513</u>	<u>14,828,619</u>	<u>(19,603,538)</u>	<u>45,557,768</u>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

19 Allocation of net assets to funds - continued

School as at 30 June 2022	Fixed Assets	Investments	Other Net Assets/ (Liabilities)	Long Term (Liabilities/ Provisions)	2022 Total
	£	£	£	£	£
Unrestricted:					
School General Fund	35,433,548	355,000	11,330,452	(16,866,874)	30,252,126
TS Pension & Swap Liability Fund	0	0	354,419	(2,209,764)	(1,855,345)
Development Fund	0	0	0	0	0
The New Beacon General Fund	9,186,333	0	1,162,426	(205,500)	10,143,259
TNB Pension Liability Fund	0	0	0	(63,199)	(63,199)
Fees in Advance	0	909,136	(398,815)	(258,201)	252,120
	<u>44,619,881</u>	<u>1,264,136</u>	<u>12,448,482</u>	<u>(19,603,538)</u>	<u>38,728,961</u>
Restricted:					
General Prize Funds	0	67,927	338	0	68,265
General Sch. & Bursary Fund	0	1,917,570	9,547	0	1,927,117
Community Services Group	0	50,312	250	0	50,562
Computer Aided Design	0	0	705	0	705
Sir T Smythe's Edu. Found.	0	201,638	1,004	0	202,642
Henry Fisher's Edu. Found.	0	60,171	300	0	60,471
Bertha Morton Bequest	0	371,869	1,851	0	373,720
	<u>0</u>	<u>2,669,487</u>	<u>13,995</u>	<u>0</u>	<u>2,683,482</u>
Total	<u>44,619,881</u>	<u>3,933,623</u>	<u>12,462,477</u>	<u>(19,603,538)</u>	<u>41,412,443</u>

As at the 30 June 2022 year end, The Governors supported the decision to consolidate the Development Fund with that of the Tonbridge School General Fund. The Development Fund was originally designated to accommodate historic development initiatives at the School. Having completed the anticipated programme of activity to date, it was considered that the management of income and expenditure streams associated with future projects, and the on-going financing of historic projects, would be more effectively managed as part of the School's General Fund.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

20 Analysis of movement in funds - Group

	At 1 July 2022	Income	Expenditure	Transfers Investment Gains/(Losses)	Balance 30 June 2023
	£	£	£	£	£
Unrestricted:					
School General Fund	30,252,126	33,623,344	(35,083,959)	2,204,624	30,996,135
TS Pension & Swap Liability Fund	(1,855,345)	0	297,063	231,614	(1,326,668)
The New Beacon General Fund	10,143,259	5,512,050	(5,505,176)	(39,937)	10,110,196
TNB Pension Liability Fund	(63,199)	0	0	63,199	0
Fees in Advance	252,120	35,562	(184)	0	287,498
Tonbridge Services Ltd	25,834	2,882,434	(1,063,625)	(1,818,809)	25,834
The TSF General Fund	1,578,382	272,986	(16,485)	(53,400)	1,781,483
	<u>40,333,177</u>	<u>42,326,376</u>	<u>(41,372,366)</u>	<u>587,291</u>	<u>41,874,478</u>
Restricted:					
TSF Master Plan Fund	25,384	5,901	0	0	31,285
TSF General Scholarship Fund	1,331,062	956,361	(4,865)	(244,941)	2,037,617
TSF Ton. School Centre Fund	977	246	0	0	1,223
TSF Barry Orchard Fund	77	10,659	0	(10,736)	0
TSF Ferox Hall Fund	2	4,079	0	(4,081)	0
TSF Hill Side Fund	211,740	25,067	(875)	(17,395)	218,537
TSF Manor House Fund	12,727	2,814	(8)	(10,262)	5,271
TSF Park House Fund	128,071	7,107	(488)	(18,823)	115,867
TSF Parkside Fund	0	1,050	0	(1,050)	0
TSF School House Fund	0	1,501	0	(1,501)	0
TSF Welldon House Fund	0	2,613	0	(2,613)	0
TSF Smythe House Fund	1,250	1,253	0	(2,503)	0
TSF Tree Fund	4	0	0	0	4
TSF Media Centre Fund	15,188	31	0	0	15,219
TSF Rackets Court Fund	627	26	0	0	653
TSF Cricket Fund	29,688	61	0	0	29,749
TSF Hockey Fund	4,176	(37)	0	0	4,139
TSF Steinway Fund	175	0	0	0	175
TSF New Beacon Fund	0	6,257	0	0	6,257
TSF Billington Fund	275,641	8,338	(1,250)	(266)	282,463
General Prize Funds	68,265	4,040	(658)	(1,337)	70,310
General Sch. & Bursary Fund	1,927,117	43,467	(14,340)	(42,146)	1,914,098
Community Services Group	50,562	1,140	(376)	120	51,446
Computer Aided Design	705	0	0	0	705
Sir T Smythe's Edu. Found.	202,642	4,571	(1,508)	483	206,188
Henry Fisher's Edu. Found.	60,471	1,364	(450)	144	61,529
Bertha Morton Bequest	373,720	8,429	(7,031)	891	376,009
	<u>4,720,271</u>	<u>1,096,338</u>	<u>(31,849)</u>	<u>(356,016)</u>	<u>5,428,744</u>
Endowed:					
TSF General Sch. Fund	185,563	0	(1,937)	6,944	190,570
TSF Barry Orchard Sch. Fund	187,304	0	(1,955)	7,010	192,359
TSF Hill Side Sch. Fund	131,453	0	(1,372)	4,920	135,001
	<u>504,320</u>	<u>0</u>	<u>(5,264)</u>	<u>18,874</u>	<u>517,930</u>
Total	45,557,768	43,422,714	(41,409,479)	250,149	47,821,152

Transfers between funds represent grants and donations towards the scholarships, bursaries, prizes and major capital projects of the School, without restriction, and adjustments to reflect the confirmation of donors' wishes.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

20 Analysis of movement in funds - continued

School	At 1 July 2022	Income	Expenditure	Transfers Investment Gains/(Losses)	Balance 30 June 2023
	£	£	£	£	£
Unrestricted:					
School General Fund	30,252,126	35,829,463	(35,188,810)	103,356	30,996,135
TS Pension & Swap Liability Fund	(1,855,345)	0	297,063	231,614	(1,326,668)
The New Beacon General Fund	10,143,259	5,623,991	(5,505,176)	(151,878)	10,110,196
TNB Pension Liability Fund	(63,199)	0	0	63,199	0
Fees in Advance	252,120	35,562	(184)	0	287,498
	<u>38,728,961</u>	<u>41,489,016</u>	<u>(40,397,107)</u>	<u>246,291</u>	<u>40,067,161</u>
Restricted:					
General Prize Funds	68,265	4,040	(658)	(1,337)	70,310
General Sch. & Bursary Fund	1,927,117	43,467	(14,340)	(42,146)	1,914,098
Community Services Group	50,562	1,140	(376)	120	51,446
Computer Aided Design	705	0	0	0	705
Sir T Smythe's Edu. Found.	202,642	4,571	(1,508)	483	206,188
Henry Fisher's Edu. Found	60,471	1,364	(450)	144	61,529
Bertha Morton Bequest	373,720	8,429	(7,031)	891	376,009
	<u>2,683,482</u>	<u>63,011</u>	<u>(24,363)</u>	<u>(41,845)</u>	<u>2,680,285</u>
Total	<u>41,412,443</u>	<u>41,552,027</u>	<u>(40,421,470)</u>	<u>204,446</u>	<u>42,747,446</u>

Transfers between funds represent grants and donations towards the scholarships, bursaries, and prizes of the School, without restriction.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

20 Analysis of movement in funds - continued

Group as at 30 June 2022	At 1 July 2021	Income	Expenditure	Transfers Investment Gains/(Losses)	Balance 30 June 2022
Unrestricted:	£	£	£	£	£
School General Fund	17,348,186	30,725,279	(29,536,059)	11,714,720	30,252,126
TS Pension & Swap Liability Fund	(2,200,643)	0	(206,262)	551,560	(1,855,345)
Development Fund	11,276,652	1,541,785	(2,696,810)	(10,121,627)	0
The New Beacon General Fund	0	14,345,946	(4,306,717)	104,030	10,143,259
TNB Pension Liability Fund	0	0	188	(63,387)	(63,199)
Fees in Advance	252,988	3,415	(4,283)	0	252,120
Tonbridge Services Ltd	25,834	2,383,338	(921,443)	(1,461,895)	25,834
The TSF General Fund	1,510,948	129,797	(17,550)	(44,813)	1,578,382
	<u>28,213,965</u>	<u>49,129,560</u>	<u>(37,688,936)</u>	<u>678,588</u>	<u>40,333,177</u>
Restricted:					
TSF Master Plan Fund	18,152	7,232	0	0	25,384
TSF General Scholarship Fund	771,069	818,894	(41,473)	(217,428)	1,331,062
TSF Ton. School Centre Fund	733	244	0	0	977
TSF Barry Orchard Fund	11,922	8,618	0	(20,463)	77
TSF Ferox Hall Fund	15,099	5,386	(64)	(20,419)	2
TSF Hill Side Fund	235,603	23,256	(903)	(46,216)	211,740
TSF Manor House Fund	30,603	4,110	(131)	(21,855)	12,727
TSF Park House Fund	133,768	15,847	(566)	(20,978)	128,071
TSF Parkside Fund	0	1,050	0	(1,050)	0
TSF School House Fund	0	345	0	(345)	0
TSF Welldon House Fund	0	1,595	0	(1,595)	0
TSF Smythe House Fund	0	1,250	0	0	1,250
TSF Tree Fund	4	0	0	0	4
TSF Media Centre Fund	15,182	6	0	0	15,188
TSF Rackets Court Fund	627	0	0	0	627
TSF Cricket Fund	29,676	12	0	0	29,688
TSF Hockey Fund	4,174	2	0	0	4,176
TSF Steinway Fund	175	0	0	0	175
TSF Billington Fund	279,099	10,673	(1,182)	(12,949)	275,641
General Prize Funds	72,764	1,257	(532)	(5,224)	68,265
General Sch. & Bursary Fund	2,056,712	35,531	(15,033)	(150,093)	1,927,117
Community Services Group	52,735	911	(385)	(2,699)	50,562
Computer Aided Design	705	0	0	0	705
Sir T Smythe's Edu. Found.	211,353	3,651	(1,545)	(10,817)	202,642
Henry Fisher's Edu. Found.	63,069	1,090	(461)	(3,227)	60,471
Bertha Morton Bequest	399,432	6,900	(12,170)	(20,442)	373,720
	<u>4,402,656</u>	<u>947,860</u>	<u>(74,445)</u>	<u>(555,800)</u>	<u>4,720,271</u>
Endowed:					
TSF General Sch. Fund	196,456	0	(1,473)	(9,420)	185,563
TSF Barry Orchard Sch. Fund	198,298	0	(1,486)	(9,508)	187,304
TSF Hill Side Sch. Fund	139,169	0	(1,043)	(6,673)	131,453
	<u>533,923</u>	<u>0</u>	<u>(4,002)</u>	<u>(25,601)</u>	<u>504,320</u>
Total	33,150,544	50,077,420	(37,767,383)	97,187	45,557,768

Transfers between funds represent grants and donations towards the scholarships, bursaries, prizes and major capital projects of the School, without restriction, and adjustments to reflect the confirmation of donors' wishes.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

20 Analysis of movement in funds - continued

School as at 30 June 2022	At 1 July 2021	Income	Expenditure	Transfers Investment Gains/(Losses)	Balance 30 June 2022
	£	£	£	£	£
Unrestricted:					
School General Fund	17,348,186	32,582,294	(29,615,627)	9,937,273	30,252,126
TS Pension & Swap Liability Fund	(2,200,643)	0	(206,262)	551,560	(1,855,345)
Development Fund	11,276,652	1,541,785	(2,701,636)	(10,116,801)	0
The New Beacon General Fund	0	14,408,033	(4,306,717)	41,943	10,143,259
TNB Pension Liability Fund	0	0	188	(63,387)	(63,199)
Fees in Advance	252,988	3,415	(4,283)	0	252,120
	<u>26,677,183</u>	<u>48,535,527</u>	<u>(36,834,337)</u>	<u>350,588</u>	<u>38,728,961</u>
Restricted:					
General Prize Funds	72,764	1,257	(532)	(5,224)	68,265
General Sch. & Bursary Fund	2,056,712	35,531	(15,033)	(150,093)	1,927,117
Community Services Group	52,735	911	(385)	(2,699)	50,562
Computer Aided Design	705	0	0	0	705
Sir T Smythe's Edu. Found.	211,353	3,651	(1,545)	(10,817)	202,642
Henry Fisher's Edu. Found	63,069	1,090	(461)	(3,227)	60,471
Bertha Morton Bequest	399,432	6,900	(12,170)	(20,442)	373,720
	<u>2,856,770</u>	<u>49,340</u>	<u>(30,126)</u>	<u>(192,502)</u>	<u>2,683,482</u>
Total	<u>29,533,953</u>	<u>48,584,867</u>	<u>(36,864,463)</u>	<u>158,086</u>	<u>41,412,443</u>

Transfers between funds represent grants and donations towards the scholarships, bursaries, and prizes of the School, without restriction.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

21 Reconciliation of income to net cash inflow from operating activities

	2023 £	2022 £
Net income including actuarial losses on pension scheme	2,263,384	12,407,224
Investment income received	(120,592)	(73,752)
Bank interest received	(113,556)	(7,898)
Realised gains on investments	7,278	(41,548)
Unrealised (gains) / losses on investments	(59,376)	248,614
Donated fixed assets on merger (Note 8)	0	(9,159,038)
Deprecation of tangible fixed assets	1,931,669	2,071,190
Loss on disposal of fixed assets	0	34,246
Movement on pension liability	(358,608)	57,992
(Increase) / decrease in stocks	(15,657)	14,473
(Increase) / decrease in debtors	(1,082,751)	(693,534)
Increase / (decrease) in creditors	714,244	(1,962,300)
Net cash inflow from operating activities	3,166,035	2,895,669

22 Analysis of changes in net funds

	At 1 July 2022 £	Cash flows £	Other changes £	Balance 30 June 2023 £
Cash in hand and at bank	19,830,807	(1,927,800)	0	17,903,007
	19,830,807	(1,927,800)	0	17,903,007
Bank loans due within one year	(1,421,625)	1,403,816	(1,199,075)	(1,216,884)
Other loans due within one year	0	0	(500,000)	(500,000)
Finance lease obligations due within one year	(181,313)	83,855	354	(97,104)
Bank loans due after one year	(8,035,282)	0	1,199,075	(6,836,207)
Other loans due after one year	(8,000,000)	0	500,000	(7,500,000)
Finance lease obligations due after one year	(77,776)	0	(354)	(78,130)
Total	2,114,811	(440,129)	0	1,674,682

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

22 Analysis of changes in net funds – continued

Group as at 30 June 2022

	At 1 July 2021 £	Cash flows £	Other changes £	Balance 30 June 2022 £
Cash in hand and at bank	15,191,887	4,638,920	0	19,830,807
	<u>15,191,887</u>	<u>4,638,920</u>	<u>0</u>	<u>19,830,807</u>
Bank loans due within one year	(1,346,992)	1,343,905	(1,418,538)	(1,421,625)
Other loans due within one year	(2,000,000)	2,000,000	0	0
Finance lease obligations due within one year	(225,860)	174,127	(129,580)	(181,313)
Bank loans due after one year	(6,856,962)	(2,596,858)	1,418,538	(8,035,282)
Other loans due after one year	(8,000,000)	0	0	(8,000,000)
Finance lease obligations due after one year	(207,356)	0	129,580	(77,776)
Total	<u>(3,445,283)</u>	<u>5,560,094</u>	<u>0</u>	<u>2,114,811</u>

23 Reconciliation of net cash flow movement to change in net debt

	2023 £	2023 £	2022 £	2022 £
Cash flow	(1,927,800)		4,638,920	
Increase in bank borrowing	0		(2,700,000)	
New finance lease agreements	(138,343)		(61,955)	
Capital element of loan repayment	1,403,816		3,447,047	
Capital element of finance lease repayment	222,198		236,082	
Changes in net cash / (debt)		(440,129)		5,560,094
Net cash / (debt) at 1 July 2022		2,114,811		(3,445,283)
Net cash at 30 June 2023		<u>1,674,682</u>		<u>2,114,811</u>

24 Capital commitments

Capital expenditure that has been contracted for but not provided £3,835,000 (2022: £15,800).

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

25 Financial instruments

	Group 2023 £	Group 2022 £	School 2023 £	School 2022 £
Financial assets at fair value through profit or				
Listed investments	7,239,820	5,702,513	4,408,878	3,578,623
Financial assets that are debt instruments at amortised cost				
Other debtors	2,730,373	1,861,448	3,631,015	2,465,331
Financial liabilities at fair value or loss				
Interest rate swaps (see note 28)	587,687	354,419	587,687	354,419
Pension scheme provision (see note 27)	(1,914,355)	(2,272,963)	(1,914,355)	(2,272,963)
Financial liabilities at amortised costs				
Bank loans	(8,053,091)	(9,456,907)	(8,053,091)	(9,456,907)
Finance leases and hire purchase contracts	(175,234)	(259,089)	(175,234)	(259,089)
Trade creditors	(2,036,272)	(2,222,642)	(2,018,859)	(2,187,805)
Deposits from parents	(1,318,661)	(1,194,966)	(1,318,661)	(1,194,966)
Fees in advance scheme	(1,734,715)	(908,443)	(1,734,715)	(908,443)
Other creditors	<u>(10,733,619)</u>	<u>(10,782,972)</u>	<u>(10,474,855)</u>	<u>(10,522,119)</u>

26 Pension costs

26.1 Auto enrolment

The Group staging date for the implementation of Auto Enrolment was 1 January 2014. Many of the Group's employees were already members of approved pension schemes as at that date and continue to participate in these schemes going forward. As at the staging date, a default Auto Enrolment scheme was introduced by the Group, administered by The Pensions Trust, to facilitate compliance with the Auto Enrolment provisions. Details of this and of all pension schemes in operation for the year under review are as noted below.

26.2 The Teachers' Pension Scheme

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The TPS is statutory contributory, multi-employer defined benefit pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they can opt out. Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The employer contribution rate is set following scheme valuations undertaken by the Government Actuary Department. The 2020 valuation has now been published and the employer contributions are due to rise by 5% to 28.68% from 1st April 2024. A copy of the valuation report and supporting documentation is on the Teachers' Pension website: <https://www.teacherspensions.co.uk/members/faqs/valuation.aspx> – The pension charge for the year includes contributions payable to the TPS of £1,812k.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Schools have accounted for their contributions to the scheme as if it were a defined contribution scheme.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

26 Pension costs - continued

26.3 Group Pension Scheme (Standard Life)

This scheme was open to all works, grounds, catering and other support staff after three months' service, but was closed to new members following the implementation of Auto Enrolment on 1 January 2014. Existing members as at that date were able to remain within the scheme. It was a non-contributory defined contributions scheme for the period to 31 March 2019, with an employer contribution rate of 6%. An employee contribution rate of 1% was introduced with effect from 1 April 2019, when employer contributions also increased to 7% as part of the staged increments under the Auto Enrolment regime.

26.4 The Independent School's Pension Scheme (ISPS)

This scheme came into being in 1997 when several Independent Schools with individual pension schemes with the Pension Trust combined to form the ISPS.

Several benefit structures are offered by the Scheme, including one based on final salary at 1/80 of reckonable service with membership available by contract to eligible administrative staff. During the year ended 30 June 2023, contribution rates for both the staff and the School were set at 11.4% respectively for the period to 31 August 2022, with the employee contribution rate increasing to 25.2% from 1 September 2022.

In September 2013 the Group introduced a "CARE 1/120" benefit structure, available by contract to eligible administrative staff, offering benefits based on career average earnings at 1/120 of reckonable service which was offered in conjunction with a "top up" defined contribution benefit structure. During the year ended 30 June 2023, contribution rates for both staff and the employer were set at 8.4% and 6.9% respectively for the period to 31 August 2022, with the employee contribution rate increasing to 17.2% from 1 September 2022. Contributions to the "top up" defined contributions benefit structure remained matched at 1.5% for both the employee and employer during the year.

To help employers comply with Auto Enrolment legislation the ISPS offered a new defined contribution benefit scheme as of 1 January 2014, with the Group adopting this as its default Auto Enrolment scheme for support staff. Contribution rates for both the employer and staff vary across the Group workforce.

As approved multi-employer schemes, it is not possible to identify the School's share of the assets and liabilities to either the Teachers' Pension Scheme or to the ISPS. The last formal valuation of the ISPS was performed as at 30 September 2020 by a professionally qualified actuary using the Projected Unit Method. The market value of the Scheme's assets at the valuation date was £201.1m. The valuation revealed a shortfall of assets compared with the value of liabilities of £55.2m, up from £17.0m 2017.

During the year, the School paid deficit contributions totalling £238,000 and Scheme expenses of £25,000.

As part of the Scheme's recovery plan, and based on the 2020 actuarial valuation, deficit funding contributions became payable at the rate of £239,000 p.a. from 1st September 2022, increasing by 3% p.a. thereafter until a review of progress at the next valuation in 2023.

Scheme expenses become payable at the rate of £26,000 p.a. from 1 September 2023. In addition, the Group is liable for deficit contributions on the Growth Plan Scheme for a period of 12 years, commencing 1 April 2013, with contributions payable at the rate of £1,863 p.a. from 1 April 2023.

Contributions to all pension schemes are charged to the SOFA as they become payable.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

27. Valuation of defined benefit pension liabilities under FRS102

27.1 Independent Schools' Pension Scheme (ISPS)

The Company participates in the ISPS, a multi-employer scheme which provides benefits to non-associated employers (61 for the defined benefit and 638 for the Growth Plan benefit structures respectively). The scheme is a defined benefit schemes in the UK. It is not possible for the Charity to obtain sufficient information to enable it to account for the scheme as defined benefit scheme. Therefore, it accounts for the scheme as defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the Charity is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out with an effective date of 30 September 2020. This actuarial valuation was certified on 22 December 2021 and showed assets of £201.1m, liabilities of £256.3m and a deficit of £55.2m. To eliminate this funding shortfall, the trustees and the participating employers have agreed that additional contributions will be paid, in combination from all employers, to the scheme as follows:

Deficit contributions

From 1 September 2022 to 30 June 2032:	£2,687,000 per annum (payable monthly and increasing by 3% on each 1st September)
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Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £149.4m, liabilities of £187.6m and a deficit of £38.2m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 September 2019 to 30 April 2030:	£2,387,357 per annum (payable monthly and increasing by 3% on each 1st September)
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The recovery plan contributions are allocated to each participating employer in line with its estimated share of the scheme liabilities.

Where the scheme is in deficit and where the Charity has agreed to a deficit funding arrangement the Charity recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the Discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

27.1 Independent Schools' Pension Scheme (ISPS) - continued

	30 June 2023	30 June 2022
Present value of provision	£1,912,000	£2,269,000
Reconciliation of opening and closing provision	30 June 2023	30 June 2022
	£	£
Provision at start of period	2,269,000	2,111,000
Transfer of The New Beacon liability on Merger	0	79,000
Unwinding of the discount factor (interest expense)	79,000	23,000
Deficit contribution paid	(238,000)	(230,000)
Remeasurements - impact of any change in assumptions	(198,000)	(304,000)
Remeasurements - amendments to the contribution schedule	0	590,000
Provision at end of period	1,912,000	2,269,000
Impact on Income & Expenditure	30 June 2023	30 June 2022
	£	£
Interest expense	79,000	23,000
Remeasurements – impact of any change in assumptions	(198,000)	(304,000)
Remeasurements – amendments to the contribution schedule	0	590,000
	(119,000)	309,000
Assumptions	30 June 2023	30 June 2022
	% p.a.	% p.a.
Rate of discount	6.10	3.71

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

27.2 The Pensions Trust Growth Plan

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025: £3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025: £11,243,000 per annum (payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with its estimated share of the Series 1 and Series 2 scheme liabilities. Where the scheme is in deficit and where the company has agreed to a deficit

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

27.2 The Pensions Trust Growth Plan - continued

funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

Present value of provision	30 June 2023	30 June 2022
	£2,447	£4,009
Reconciliation of opening and closing provision	30 June 2023	30 June 2022
	£	£
Provision at start of period	4,009	25,019
Unwinding of the discount factor (interest expense)	108	132
Deficit contribution paid	(1,619)	(5,459)
Remeasurements - impact of any change in assumptions	(51)	(142)
Remeasurements - amendments to the contribution schedule	0	(15,541)
Provision at end of period	2,447	4,009
Impact on Income & Expenditure	30 June 2023	30 June 2022
	£	£
Interest expense	108	132
Remeasurements – impact of any change in assumptions	(51)	(142)
Remeasurements – amendments to the contribution schedule	0	(15,541)
	57	(15,551)
Assumptions	30 June 2023	30 June 2022
	% p.a.	% p.a.
Rate of discount	6.40	3.45

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

28. Interest rate swap

In July 2017 the Charity entered an interest rate swap arrangement with HSBC in relation to a further £6.01m loan finance. The swap runs until 29 November 2024 and fixes the interest rate on the facility at 0.8775% p.a.

In July 2019 the Charity entered an interest rate swap arrangement with HSBC in relation to a further £4.00m loan finance. The swap runs until 28 April 2028 and fixes the interest rate on the facility at 0.6580% p.a.

The net present value of the interest payable under the swap arrangements is recognised as a debtor due within one year in the Group and School's financial statements, as detailed at note 16. The movement on the liability is charged to the SOFA as a financing cost (see Note 16).

29. Related & connected parties

29.1. Tonbridge Services Limited

Details of the School's transactions with its subsidiary, Tonbridge Services Limited ("TSL"), are disclosed in Note 5.1 to the financial statements. Tonbridge School was owed £1,124,489 by TSL as at the balance sheet date.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

29.2. The Tonbridge School Foundation

Details of the School's transactions with its subsidiary, The Tonbridge School Foundation, are disclosed in Note 5.2 to the financial statements. Tonbridge School was owed £4,800 by The Tonbridge School Foundation as at the balance sheet date.

29.3. Sir Andrew Judd Foundation

Donations include £1,343,119 from the Sir Andrew Judd Foundation towards the general running costs of the School and a further £625,000 to support the School's Foundation Awards. The Sir Andrew Judd Foundation also owns and leases to the School, free of charge, the main School buildings, surrounding grounds and several staff accommodation units located in and around the School's site. Tonbridge School was owed £Nil by the Sir Andrew Judd Foundation as at the balance sheet date.

29.4. St. Augustine's Chapel Charity

Tonbridge School owed £Nil to St Augustine's Chapel Charity as at the balance sheet date.

29.5. Transactions with Directors/Trustees

Donations were received in the year from three Trustees of Tonbridge School totalling £26,060 (2022: £5,819).

30. Taxation

Tonbridge School is a registered Charity, and its income is not liable to direct taxation on its charitable activities.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2023

31. Consolidated Statement of Financial Activities for the Year Ended 30 June 2022

	Unrestricted Funds £	Restricted Funds £	Endowed Funds £	2022 Total £
INCOME				
Income from charitable activities				
School fees receivable	34,864,563	0	0	34,864,563
Other income	1,539,976	0	0	1,539,976
Other trading activities				
Trading income	2,383,338	0	0	2,383,338
Other commercial income	4,583	0	0	4,583
Investments				
Investment income	0	73,752	0	73,752
Bank and other interest	6,883	1,015	0	7,898
Donations and legacies				
Grants and donations	10,330,217	873,093	0	11,203,310
Total income	49,129,560	947,860	0	50,077,420
EXPENDITURE				
Cost of raising funds				
Trading expenditure	921,443	0	0	921,443
Other income-generating activities	276,428	0	0	276,428
Financing costs	(368,554)	0	0	(368,554)
Investment management	0	26,395	4,002	30,397
Fundraising and development	635,409	38,800	0	674,209
	1,464,726	65,195	4,002	1,533,923
Charitable activities				
Education and grant making	36,224,210	9,250	0	36,233,460
Total expenditure	37,688,936	74,445	4,002	37,767,383
Net incoming funds from operations before transfers and investment gains	11,440,624	873,415	(4,002)	12,310,037
Realised investment gains	0	36,280	5,268	41,548
Unrealised investment gains	0	(217,745)	(30,869)	(248,614)
Net income for the year	11,440,624	691,950	(29,603)	12,102,971
Actuarial gains on pension scheme	304,253	0	0	304,253
	11,744,877	691,950	(29,603)	12,407,224
Transfers between funds	374,335	(374,335)	0	0
NET MOVEMENT IN FUNDS	12,119,212	317,615	(29,603)	12,407,224